

**City of Everett**  
**Charter Review Committee Report**  
*May 26, 2016*

City of Everett  
2016

*“The city shall convene, not later than February 15, 2006, and at least once within each ten-year period thereafter, a Charter Review Committee, which shall review the charter of the City of Everett and recommend to the city council such additions, deletions, changes and amendments as the committee shall deem appropriate. The committee shall be composed of not less than seven nor more than ten members appointed by the mayor, and a like number appointed by city council, plus one member to be selected, as its first item of business, by the members of the committee thus appointed. This provision is in addition to such procedures as may be otherwise established by law for the election of freeholders for the purpose of framing a charter.”*

**Everett City Charter  
Section 16.5**

# TABLE OF CONTENTS

Introduction	4
Part A: Recommended Charter Changes	7
Sec. 3.2: Council Meetings	8
Sec. 15.9: Gender References, Correction of Scrivener’s Errors	9
New Sec. 15.10: Boards and Diversity	10
Part B: All Charter Changes Considered by The Committee	11
Part C: Comments from Individual Committee Members	17
Part D: Appendix (materials reviewed by the Committee)	29
• Resolution establishing Charter Review Committee	
• Meeting agendas, minutes	
• Written comments from citizens, elected officials	
• Memoranda from City Attorney’s Office	
• Presentation by Committee Member Megan Dunn	
• Presentation by Committee Member Michael Swanson	
• Information from County Elections Office; information on “ranked-choice voting in Pierce County”	
• Historical information on City Council elections from late Councilmember Drew Nielsen (2006) and Councilmember Scott Bader (2016)	
• City of Everett Boards, Commissions and Committees	
• Explanatory statement of Charter Amendment to Section 14.2 proposed by Clair Olivers	
• Letter to City from NAACP and City’s response	

# INTRODUCTION

The Charter Review Committee was established by City Council Resolution 6926. The Committee consisted of 15 members: Chair Reid Shockey, Vice Chair Megan Dunn, Christopher Adams, Terrie Battuello, Dave Koenig, Jim Langus, Jo Metzger-Levin, Mark Nesse, Tom Norcott, Clair Olivers, Angie Sievers, Michael Swanson, Erica Temple, Michael Trujillo and Walter White. (Nesse replaced Steven Graham, who resigned because of a work conflict.) The Committee received independent legal assistance from Thom Graafstra and administrative assistance from Lisa Harrison. City staff members Bob Bolerjack and Jim Iles also assisted the Committee in its work.

The Committee met on most Thursdays from February 2016 until May 19, 2016. The Committee heard testimony from the public and from outside experts, including Jim Doherty of Municipal Research Services and retired UW professor Dr. Richard Morrill. In accordance with Section 3 of Resolution 6926, two public hearings were held, one on March 3, 2016 and the other on May 12, 2016.

In accordance with Section 2 of Resolution 6926, in order for a Charter change to be recommended by the Committee, at least 10 “yes” votes are required. By agreement among Committee members, the Committee avoided proposing substantive changes unless members believed something significant needed to be changed.

Part A of this report contains the Charter changes that received at least 10 votes. Each page contains at the top the proposed change in blackline format, with a ~~strike-through~~ representing recommended deletions of Charter language and with underlines containing recommended new Charter language. Each page also contains committee-recommended language with respect to the change. This language is meant to give the Mayor and City Council a sense of what a particular Charter change might look like on the ballot and the Committee's reasoning for the change.

Part B of this report contains a table of all Charter changes the Committee considered, both recommended changes (which are described in more detail in Part A) and other proposed changes that did not make it into the Committee's recommendations. The purpose of Part B is to inform the City Council regarding the breadth of issues considered by the Committee, and provide brief commentary explaining the outcome of each proposal as appropriate.

Part C contains comments from individual Committee members.

Finally, Part D contains appendices, including various materials reviewed by the Committee, presentations made by Committee members for and against the proposal to establish City Council districts, and comments received from the public.



# PART A

## RECOMMENDED CHARTER CHANGES

## **RECOMMENDED CHARTER CHANGE: COUNCIL MEETINGS**

### **CHARTER CHANGE**

#### **Sec. 3.2. Council Meetings.**

The City Council shall meet regularly, ~~at least once each week~~ at the City Hall within the corporate limits of the City at such times as may be fixed by ordinance or resolution.

~~At least one of such regular meetings shall be held each month in the evening after 6:30 p.m. Special and emergency meetings may be called by the mayor, the president of the council, or any three members of the council by written notice delivered to each member of the council at least twelve hours before the time specified for the proposed meeting in accordance with State law. All Council meetings shall be open to the public, except that the Council may hold executive sessions from which the public is excluded in accordance with State law, including the Open Public Meetings Act (Chapter 42.30 RCW), for purposes other than the final adoption of an ordinance, resolution, rule, regulation, or directive. No ordinance or resolution shall be passed, or contract let or entered into, or bill for the payment of money allowed at any meeting not open to the public, nor at any public meeting, the date of which is not fixed by ordinance, resolution or rule, unless public notice of such meeting has been given by such notice to the local press, radio, and television, as will be reasonably calculated to inform inhabitants of the city of the meeting. Meetings of the Council shall be presided over by the President, selected annually by a majority vote of the Council, or in the absence of the President, by a member of the Council selected by a majority of the members present at such meeting. Appointment of a Council Member to preside over the meeting shall not in any way abridge his or her right to vote on matters coming before the Council at such meeting. In the absence of the Clerk, or Deputy Clerk or other qualified person appointed by the Clerk, the Mayor, or the Council, may perform the duties of Clerk at such meeting. A record journal of all proceedings shall be kept, which shall be a public record.~~

### **COMMITTEE-RECOMMENDED LANGUAGE**

Shall Everett City Charter Section 3.2 be changed to eliminate the weekly council meeting requirement and to eliminate inconsistency and redundancy with State Law?

### **EXPLANATORY STATEMENT**

Section 3.2 of the current charter requires a City Council meeting every week without exception. At times limited business, adverse weather or holidays make a meeting unnecessary or impractical. The proposed change would eliminate the inflexible requirement of a weekly meeting, allowing the Council to make its own schedule as required by its workload.

Section 3.2 also contains requirements regarding public notices before Council meetings. These public notices are now spelled out by State law. This means that some of the language in Section 3.2 is out of date, redundant, and in places not consistent with State law. The proposed change would eliminate that language and simply say that City Council meetings must comply with State law.

## **RECOMMENDED CHARTER CHANGE: OUT-OF-DATE LANGUAGE**

### **CHARTER CHANGE**

#### **Sec. 15.9. Gender References, Correction of Scrivener's Errors.**

The City Clerk and the codifiers of this Charter are authorized to make necessary corrections to this Charter including, but not limited to, deletion of the use of terms which are masculine or feminine so that such references shall apply to the opposite gender also, unless the context of such charter provision shall require otherwise, the correction of scrivener, clerical and typographical errors, references, Charter numbering, Section/subsection numbers and any references thereto. The City Clerk and the codifiers of this Charter are also authorized to make corrections to this Charter to eliminate out-of-date language such as "hereof," "heretofore," "thereof" and similar terms, and replace them with equivalent, modern language.

### **COMMITTEE-RECOMMENDED LANGUAGE**

Shall Everett City Charter Section 15.9 be changed to allow the City Clerk to make corrections in the Charter to eliminate archaic terminology such as "hereof," "heretofore," "thereof," and replace such terms with equivalent, modern language?

### **EXPLANATORY STATEMENT**

The current Charter is about 50 years old, and some of the language in the Charter was originally written much before that. The Charter contains many examples of out-of-date language such as "hereof," "heretofore," "thereof," all of which make the Charter harder to read than it should be. This change would allow the City Clerk to eliminate these archaic terms and replace them with modern, equivalent words.

It is now 2016 and the Charter should read accordingly. Requiring the City Clerk to eliminate and replace out-of-date language will make the Charter more readable and understandable without changing the substance of the Charter.

The Committee notes that gender-neutral references were approved by voters in 2006 and should be updated in all future printings of the Charter.

## **RECOMMENDED CHARTER CHANGE: BOARD DIVERSITY**

### **CHARTER CHANGE**

#### **New Sec. 15.10. Boards and Diversity.**

Appointments to City boards, commissions and committees should consider factors such as geography, gender, ethnicity and age in an effort to better reflect the City's diversity.

### **COMMITTEE-RECOMMENDED LANGUAGE**

Shall the Everett City Charter be changed to add a new Section 15.10 that states that appointments to City boards, commissions and committees should strive to reflect the makeup of the community in demographic terms such as ethnic diversity, gender, age and geography?

### **EXPLANATORY STATEMENT**

Everett is a diverse City. City boards, commissions and committees serve an important role in the City. The purpose of the proposed new section is to strive to make these organizations better reflect the City's diversity.

Everett government should represent all of Everett. This proposal will help that to continue and improve.

## PART B

### ALL CHARTER CHANGES CONSIDERED BY THE COMMITTEE

**Table 1 includes all Charter changes voted on by the Committee, including vote totals for and against, the date of each vote, and a comment for context. Changes included in the Committee’s recommendations are discussed in more detail in Part A of this report.**

**TABLE 1**

<b>Proposal</b>	<b>Action</b>	<b>Favor</b>	<b>Oppose</b>	<b>Date of vote</b>	<b>Comment</b>
<b>1.5</b> Intergovernmental relations: Add specific reference to Native American tribes.	Rejected	9	4	4/7/16	Failed to gain required 10 votes for approval.
<b>1.5</b> Intergovernmental relations: Update language for clarity.	Rejected	7	6 (plus 1 abstention)	5/19/16	Failed to gain required 10 votes for approval.
<b>2.1</b> Consider forming geographic City Council districts.	Rejected	3	11	4/14/16	Failed to gain required 10 votes for approval.
<b>2.5</b> Clarification of incapacity time period. Motion to <b>make no change</b> .	Make no change	15	0	3/17/16	Sense of committee was that it's best to leave some discretion to Council, as it's impossible to foresee all possible situations involving incapacity.
<b>3.2</b> Council meeting requirements: Remove requirement for weekly meetings.	Approved	15	0	3/17/16	Proposed changes to Sec. 3.2 can be combined into a single ballot proposition
<b>3.2</b> Broaden language regarding public notice of meetings.	Approved	15	0	3/17/16	Proposed changes to Sec. 3.2 can be combined into a single ballot proposition

Proposal	Action	Favor	Oppose	Date of vote	Comment
<p><b>5.2</b> Advisory Boards: Consider whether additional boards should be added to the Charter. Motion to <b>remove from consideration</b>.</p>	Remove from consideration	13	0	3/31/16	<p>Sense of committee was that boards that should be required by Charter already are, and that Council should have some flexibility to add or remove boards as needed. <b>Addition from meeting of 5/19/16:</b> Committee recommends that City Council consider establishing by ordinance a Transit Advisory Committee composed of citizens interested in transit issues.</p>
<p><b>14.2</b> Uniform Limit on Utility Tax Rates: Place a cap on the utility tax rate ("payment in lieu of tax," or "PILOT") imposed by the City on any utility owned by the City that is the same as the maximum tax rate allowed on other utilities.</p>	Rejected	4	6	April 21	<p>Sense of majority was that ample political pressure exists to prevent abuse of the PILOT rate, and that discussion of this proposal likely increases that pressure.</p>
<p><b>15.9</b> Update Archaic Language: Authorize the Clerk to eliminate out-of-date language in the Charter such as "hereof," "heretofore," "thereof" and similar terms, and replace them with equivalent, modern language.</p>	Approved	10	0	April 21	<p>Sense of the Committee was that using more modern language will make the Charter more readable.</p>

**Table 2 lists Charter changes approved by the Committee and implemented without a vote, as they fall under the authority of the City Clerk under Section 15.9 of the Charter.**

**TABLE 2**

<b>Proposal</b>	<b>Outcome</b>
Address gender language and capitalization of job titles	Edits made as authorized in Section 15.9

**Table 3 lists topics discussed and dismissed by the Committee, either for want of a motion or second, or because the issue was addressed in another way.**

**TABLE 3**

<b>Proposal</b>	<b>Outcome</b>	<b>Comment</b>
<b>2.1</b> Description of Election, language: Change language regarding voting process reference to “plurality” rather than “majority.”	No motion	Proposal withdrawn
<b>2.2</b> Eligibility for Office: Consider moving “within city government” to end of sentence.	Moved, no second	Sense of committee was that this didn’t rise to the level of needing to be put before voters.
<b>2.3</b> First Election: Consider deleting as it is outdated.	No motion	Sense of committee was that this is worth keeping for historical context.
<b>2.6</b> Forfeiture of Office: Review and clarify language.	No motion	Sense of committee was that “moral turpitude” doesn’t require further clarification.
<b>2.8.d</b> Commission on Salaries of Elected Officials: Add language regarding demographic representation.	Covered by new Section 15.10	
<b>3.4</b> Typo correction, “at” rather than “as”.	Covered and corrected as a scrivener’s error as authorized in Section 15.9	
<b>4</b> Administrative Departments: Consider citizen’s suggestion to require certain city staff members reside in Everett.	No motion	
<b>Throughout Article 4</b> Department names and official titles: Make capitalization consistent.	Covered and corrected as scrivener’s errors as authorized in Section 15.9	
<b>4.4</b> Positions mentioned in 4.7-4.11 are not mentioned in 4.4	No motion	Sense of committee was that they are mentioned in general terms.

<b>Proposal</b>	<b>Outcome</b>	<b>Comment</b>
<b>5.1</b> Representative Advisory Boards: Consider requirement that members of boards, commissions and committees reflect makeup of community in terms of gender, age and geography.	Covered in new Sec. 15.10	
<b>5.2</b> Advisory Boards: Bar city employees from serving on an advisory board to the department where they work.	No motion	Sense of the committee was that this has not been a problem, so doesn't need to be added to Charter.
<b>5.2</b> Advisory Boards: Create a Climate Action Committee	No motion	Motion to reconsider earlier vote on Advisory Boards, so that this proposal could be considered, failed on a 7-7 vote. Motion to include a comment in the report encouraging Council to consider creating a Climate Action Committee by ordinance failed on a 6-6 vote.
<b>8.1</b> Civil Service Commission: Change the word "board" to "commission" where mentioned.	Covered and corrected as a scrivener's error as authorized in Section 15.9	
<b>11.2</b> Initiative Process: Remove Section D as confusing, change "per centum" to "percent," remove reference to absentee ballots as redundant.	No motion	Proposal withdrawn.
<b>11.6</b> Publication of Ordinances: Change reference to "newspaper" to "local media."	No motion	Publication of election notices in the official City newspaper is a requirement of State law.
<b>13.9</b> Publication: Change reference to "newspaper" to "local media."	No motion	Publication of proposed ordinances related to franchises in the official City newspaper is a requirement of State law.
<b>15.1</b> Clarification of Power to Subpoena Witnesses: Address vague language and clarify enforcement.	No motion	City Attorney stated that this hasn't been a problem.
<b>16.3</b> Amendments -- Publication: Change reference to "newspaper" to "local media."	No motion	Publication of Charter amendments in the official City newspaper is a requirement of State law.
<b>16.5</b> Amendments -- Periodic Review of Charter: Request from a citizen that the committee consider requiring more frequent review of the Charter.	No motion	Sense of the Committee was that changes to the Charter can take several years to play out, and that requiring Charter review at least once every 10 years is sufficient.



# PART C

## COMMENTS FROM INDIVIDUAL COMMITTEE MEMBERS

*Listed in alphabetical order*

## **Statement by Terrie Battuello**

To the Honorable Mayor Ray Stephenson and City Council of Everett

RE: Charter Committee Recommendations

Thank you for the opportunity to serve on the 2016 Charter Review Committee. I heartily agree with the findings and conclusions of the Committee contained in the first sections of the report. However, we have been asked by the Chair to share our own perspectives on issues discussed in the committee to further augment the information provided to you. There are two issues I have strong convictions about that could be useful in your deliberations. These are the issue of the composition of appointed groups and committees and the question about council representation.

There was much discussion in the group about moving to a process of election by council district. Because I spent the majority of my life living and working in a county and a city with elections by district, I cannot, in good faith, recommend this course for Everett. While I certainly agree with the values and goals of those pressing for districting, including diversity, equality and access to office, I do not feel their diagnosis of districting is the right response to these important concerns.

I also feel that the research of the committee supported my conclusion. The Committee looked at cities across Washington and found that other cities of like size are not districted. We also discussed that campaign costs would not be reduced by reducing the district because candidates will always try to obtain as many funds as they can. We discussed the number of voters in the north compared to those in the south, wherein the south out numbers voters two to one. It was also suggested that women needed smaller districts to be effective in obtaining office because the city's power centers excluded them, which I found not only unsupportable but in many ways offensive to the many strong women leaders I have come to know in Everett. In sum, these arguments were not convincing to me that districting is a solution for the values of diversity, equality and access to office.

Instead, I feel that there may be voter apathy in the southern areas probably related to many things, including identifying with other closer city centers, disengagement related to a status of renter versus an owner in some cases, and lack of awareness or time to engage. Certainly the fact that one of our committee is actually chairing two neighborhood groups is evidence of a lack of interest in two neighborhoods.

The challenge and opportunity to have people throughout the City to be more engaged is many fold, but the lack of awareness issue can be offset through a concerted effort to more broadly reflect community diversity in the recruitment of boards and committees process. These types of groups serve as feeders to councils and help to engage the electorate, and can over time have a lasting effect in community engagement.

Of course, one can't force someone to volunteer, so setting an aspiration to have these committees reflect by age, race, geography the city is an important stepping stone which is why I proposed the change to the Charter to support appointing officials seek a diversity of candidates to represent the city on committee and boards.

Against districting is the idea that somehow it should be made easier to find a seat on a council. It brings me no comfort to think that becoming an elected official should be an easy undertaking. Councils serve

an extremely important role in governance, and in my home town districting made way for people to find their way to office with only a small number of supporters. As a public employee in both types of cities (at large and by district), I can say with absolute certainty that the result of a districting process was extreme negative discourse and engagement among the council members, vote trading, and slower and ill-advised decision making fueled by deep divides between geographical communities and elected persons. Lowering the barriers to council, as in the case of my home town and based on evidence presented from other communities, serves only then to reduce the strength of candidates, and through them the strength of government.

Conversely and based on the documentation, to the argument that people from the south are disadvantaged in elections, it appears that there is strong evidence to the contrary; that support for a candidate for office from the southern part of Everett has a much higher likelihood of being elected by geography alone, and that candidates from these areas receive an enormous amount of financial and voter support from the entire constituency.

In closing, I wanted to also share that as part of my process on this committee, I talked to people I know to live in southern areas of Everett including my sister and her family. What she and others told me was that they felt the leadership and direction of the City was very good, and they felt well represented and confidence in the course being set for the City's future and governance. They did not agree that districting was needed. Finally, although the committee had interested people testifying their desire for districting, if districting were an important issue for disenfranchised individuals, I would have expected a much larger group of people advocating for it. In fact, many of those advocating were from the northern parts of the City.

It is only in great places that leaders care about the ideas and concerns of those they represent, and I know that this is such a place. I hope that the work of the Committee and comments, such as this, in some way lift and support you in the heavy burden of decision making.

Thank you for your service to the City of Everett community and for the work you do.

## Statement by Megan Dunn

### Minority Opinion

#### Section 2.1

In Everett's nearly 150-year history, we've had a total of 4 women on the city council and 3 people of color. There is a need for systematic change to address the disparity in representation and establish voting on the principles of equality and justice. Everett currently relies on an undemocratic voting system by electing council members all at-large. As a result, we have a concentration of 6 out of 7 council members living in the northern region of the city and a lack of diversity in gender, socio-economic status, race and ethnicity.

Public comments and input have been overwhelmingly in support of districted voting. Public input has urged that the Charter Review Committee should *advise* the City Council to include district voting on the ballot – and give residents the chance to vote to establish districts! Although district representation has been successful for the Port of Everett and the Snohomish County, members of the committee expressed unfounded concerns that there were no qualified candidates in the southern parts of the city; others were satisfied with the status quo. I see positive community engagement, diverse leadership and proud members of our community who live in the southern parts of the city.

The Charter Review committee agreed more diverse representation is needed on our boards and commissions and voted unanimously to add an amendment encouraging diversity on our committees (Section 15.10), but this measure has no means of enforcement and change is not required. Structural change is needed to address Everett's lack of inclusion. Women, people of color, and members from different socio-economic classes are the exception on boards and commissions and on the City Council. Everett can do better.

Research studies and examples from similar First Class city experience show that in addition to improving minority, gender, race, and class representation, districts would improve voter turnout, create a more unified involvement in our communities and decrease apathy created by the north-south divide within the city.

I offer this minority opinion in opposition to the decision of the Charter Review Committee that has denied the will and rights of our city residents.

Megan Dunn, Lowell Neighborhood

## **Statement by Jim Langus**

Mayor Ray Stephanson, Mayor City of Everett  
Scott Murphy, President, Everett City Council  
Scott Bader, Everett City Council  
Cassie Franklin, Everett City Council  
Jeff Moore, Everett City Council  
Paul Roberts, Everett City Council  
Brenda Stonecipher, Everett City Council  
Judy Tuohy, Everett City Council

I appreciate the opportunity to comment on deliberations involving the Charter Review Committee.

Let me begin by recognizing the dedication and attentiveness of the members you appointed to serve. The committee members were extremely thoughtful, prepared, and always respectful of each other. I also want to share my perspective that the committee make-up included a group of competent, bright, and most importantly, nice people who genuinely care about Everett.

With respect to certain matters that came before the committee, I respectfully provide the following perspective on two issues.

At the May 19, 2016 Charter Review Committee meeting, an Everett resident, Mr. J. T. Dray, presented his proposal in support of the formation of a Transit Advisory Committee. A motion was passed that the Committee's Report to the City Council include a recommendation that the Council consider establishing a Transit Advisory Committee.

While appreciating Mr. Dray's interest in Everett Transit, I didn't support this recommendation. I believe Mr. Dray attends a number of City Council meetings and often communicates on transit issues. I didn't support this particular recommendation because I believed the Mayor and City Council had a much better understanding of Everett's transit operations. If the transit operations would have merited the formation of a Transit Advisory Committee, it would have already been established.

I am confident that the Mayor and City Council, working with Everett Transit Director Tom Hingson, can address the relevant matters that were expressed by Mr. Dray.

The Charter Review Committee overwhelmingly supported and confirmed the current Everett Charter provision (Section 2.1) that Everett's 7 Councilmembers be elected by majority vote from the City at large. A motion in support of elections with a district format was rejected 11-3.

It is my understanding that prior to the formation of a Charter Review Committee, the City Council had determined that the matter of council districts be referred to the Charter Review Committee once it had been convened.

Most likely, the City Council can expect to hear why the matter of districts should be placed on a ballot, notwithstanding the Charter Review Committee's overwhelming decision not to have this forwarded as a ballot issue. If the City Council had desired to place the district format issue on a ballot, they could have made that decision months ago without directing that it be sent to the Charter Review Committee. Apparently, the City Council wanted to have a citizens committee, comprised of Everett residents, review the districting issue and make a recommendation to them. That's been completed.

If the City Council places this matter on a ballot, please be clear and forthcoming in your presentation of facts with the citizens, that the Charter Review Committee was not the genesis behind having this issue placed on a ballot.

Yours truly,

Jim Langus

**Statement by Tom Norcott**

I respectfully support the recommendation that City Council consider adding a citizens' Climate Action Committee. In addition to the inclusion of the climate change element of the City's recent Comprehensive Plan update, I believe a grass roots effort with the formation of a Climate Change Committee brings community attention and focus on the future quality of life of the city of Everett and in the interest of our community's next generation. The committee would involve concerned citizens, research and outreach in addition to support by city staff. Thank you for your consideration and my ability to serve for making Everett a better place to live.

### **Statement by Reid Shockey**

Once every ten years voters are given the opportunity to consider changes to the Charter. If one issue is on the ballot, the cost of additional items is minimal. If Council chooses to place on the ballot Section 3.2 (Council meeting schedule), Section 15.9 (Allowing scrivener corrections to Charter) or others, it should place the question of Council districts as well; this to allow the public a voice on a current issue of significance to voters.

To not place the matter on the ballot may prompt a citizens' initiative, with its additional \$50,000 - \$100,000 cost and understandable questions from taxpayers about having to pay for two elections.

On the question itself, we live in a great community, one that is much more diverse than fifty years ago. Our citizens speak one of 89 languages, some live eight or more miles from the civic center and our neighborhoods range from low to high income. A recent Herald article noted that 90% of students in one elementary school have free and reduced lunch. District wide 40% of students live in poverty. The lens through which the City Council views its constituents' needs and acts upon those needs should reflect this diversity.

I personally favor a system which would elect three councilmembers at-large, with four additional districts. This would ensure that each citizen could affect the majority (4) by voting for three at-large and one district representative. I would recommend that the ballot proposition, if approved, provide for a one-year implementation (November 2017) during which time the district boundaries would be established by a three- or five-person commission. Boundaries would be reviewed after each decennial census.

Thank you.

### **Statement by Angie Sievers**

Various perspectives regarding districting have been shared throughout this evaluation process. We have collaboratively discussed advantages and disadvantages of the adoption of districting in Everett. There appears to be political and voter participation disparity between the north, central and south regions of the city per public comment via online and during Charter Review public comment forums.

In my opinion it would be beneficial to make progress in fostering a more receptive atmosphere to involve constituents residing in central and south Everett prior to the adoption of a district form of council (which we have recommended updating charter language to promote diversity relative to involvement with community boards and commissions, section 5.10). Without strong, balanced leadership in each jurisdiction, we risk localized interest and further division. Ultimately the relations between the north, central, and south city must be fostered regardless of our form of government.

## **Statement by Michael Swanson**

First of all, I would like to thank my fellow committee members. It was a pleasure working with all of you. I would also like to thank the citizens that took the time to attend the meetings and provide their thoughtful input.

Our task was to fully examine the city's charter and make recommendations to the city council where appropriate. Throughout this process, we have considered a variety of proposals and while it's still fresh on my mind I thought it would be helpful to document my perspective on several of the issues.

### **Section 2.1: Council Districts**

This issue received more discussion and consideration from the committee than any other. After presentations from two committee members (Megan Dunn and myself), experts Jim Doherty of Municipal Research Services and retired UW Professor Dr. Richard Morrill, public testimony, and a great deal of healthy discussion from the committee, this issue was voted down fairly substantially on a 3-11 vote.

To cut down on duplication of content, I would ask that you please see my presentation entitled "***Rationale for Maintaining At-large Voting in Everett***" in Part D of this report, rather than restating those points again here. This presentation was made to the committee on April 14, 2016 and recaps some of the reasons to maintain our current at-large system.

Districting is one of those issues that sounds good on the surface but requires careful evaluation and discussion of the pros and cons. Prior to this committee's work, I was open to the concept of districting but upon researching the issue realized many shortfalls that were not immediately obvious, which emphasizes why the charter review process is so important; it allows proposals to be fully vetted in a public setting. Elections can be reduced to campaign slogans and sound bites, but within the charter review venue, we were afforded the benefit of being able to fully dissect this issue. I would recommend that the council take the committee's advice and not move districting forward for a vote at this time.

Districting should not move forward for a public vote with the support of only 3 out of 15 committee members. If it did, then shouldn't other issues that received more votes from the committee (e.g. uniform limit on tax rates, intergovernmental relations, climate change committee, etc.) also be placed on the ballot?

My opposition to districts is not a "no, never" but rather a "no, not now." It may make sense at a future date when Everett gets closer to a population of 200,000. But for the foreseeable future, even when considering population growth forecasts, Everett is still decades away from the point in which most cities begin to incorporate districts into their electoral composition. The charter is revisited every 10 years so a future committee could recommend this change at a later date if/when it makes sense for the city to do so.

### **New Section 15.10: Boards and Diversity**

Of the 14 or so individuals who took the time to ask the committee to look at the districting issue, I found myself agreeing with most of their sentiment. Yes, the council could benefit from more diversity in a variety of forms. No argument there. But districting alone does not bring about diversity. We need to look at getting more people engaged with their city government on all levels.

I think the best place to start is by making sure that citizens from a variety of backgrounds are given the opportunity to serve on the city's various boards and commissions. Most of the boards are advisory, but this experience will help ensure feedback is being obtained from all parts of the city and help foster experiences and insight necessary for individuals from various walks of life to not only run for the city council, but be effective contributors to city government in the meantime as well. The city council has an opportunity and a responsibility to engage underrepresented segments of our city and get them involved with neighborhood associations, boards and commissions. This is a win-win situation as it will expand the experiences being represented on the city's boards and commissions and multiply the pool of future candidates for city council or other leadership positions within our community. The committee supported this proposal unanimously and I would strongly encourage the council to forward to this to the citizens for a vote

## **Statement by Walt White**

I'm taking this opportunity to say thank you for accepting me as a member of the 2016 Everett City Charter Review Committee. In our daily conversations with friends and family it's very easy to make statements that communicate your viewpoint or feelings on any community issues. These types of general conversations can sometimes contain good ideas for the community, or they might even be a thought that's common to several people in the community. However, if no action is taken to share the thought or idea then it just becomes idle conversation. When I was asked to apply for a position on the Everett City Charter Review Committee I was very pleased because this was my opportunity to share and contribute to possible changes in our community.

I've always been actively involved in the Cascade Highlands HOA since our beginning in 1997, which has included activities that annexed our area into the City of Everett in 2004. Being a member of the 2016 Everett City Charter Review Committee was my first time working with a team that involved all of the city limits and neighborhoods. It was a great experience in which I broadened my knowledge of various issues that affect areas that I typically drive through and some that I've never realized. I've enjoyed being part of the conversation on multiple topics and hearing the freely spoken viewpoints of others.

As I don't have any plans to move out of Everett, I'm happy to be part of the activities that take our city forward in a good direction that takes everyone's viewpoint into consideration. Not every group will be happy with every decision all the time, but at least if you participate in the process then your opinion and view point has a chance to be heard by others.

Thanks,  
Walt White  
South Everett area

# PART D

## APPENDIX

*Materials reviewed by the Committee*

RESOLUTION NO. 6926



A **Resolution** establishing a Charter Review Committee and defining the responsibilities of the Committee.

**WHEREAS**, the Charter of the City of Everett was approved by the Freeholders April 9, 1968, and adopted at a special election held June 25, 1968; and

**WHEREAS**, specific provisions of the Charter were amended by vote of Everett citizens on November 7, 1968, November 2, 1982, November 5, 1996 and November 7, 2006; and

**WHEREAS**, Everett citizens voted and approved Section 16.5 of Charter in November 2006 requiring the City of Everett to convene a new Charter Review Committee no later than February 15, 2016, to ensure that the Charter remains consistent with the governance needs of the City;

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF EVERETT:**

Section 1: A Charter Review Committee, consisting of fifteen (15) Everett citizens, is hereby established. Seven (7) members shall be nominated by the City Council for designation by the Mayor and seven (7) members shall be designated by the Mayor. These fourteen (14) members so designated shall, as its first item of business, elect a fifteenth member to serve in a like manner. Once fully formed with fifteen (15) members, the Committee shall elect a chairperson from its members. The chairperson shall retain full voting rights. If a vacancy occurs on the Committee, the Mayor may designate a person to fill that vacancy subject to approval of the City Council.

Section 2: The purpose of the Committee shall be to examine and evaluate the Charter, take public input and provide a written recommendation to the Mayor and City Council as to whether the Charter should be revised and, if so, identify the specific sections of the Charter to be changed, with an explanation as to the need for the revisions and the recommended changes. In order for a recommendation to amend a particular section of the Charter to be made to the Mayor and the City Council, the recommendation must have a favorable vote of ten (10) members or more.

Section 3: The Committee shall hold two (2) or more public hearings for the purpose of considering citizens' comments concerning whether the Charter should be revised and, if so, what specifically should be changed.

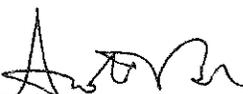
Section 4: The committee shall present to the Mayor and City Council a written report containing its findings along with specifics concerning the Committee's recommendations on whether to revise the Charter and, if so, then how. The report shall make specific recommendations as to each section of the Charter it believes should be amended. This report shall be presented to the Mayor and the City Council on or before June 1, 2016. The report shall be advisory to the Mayor and City Council in their deliberation on the issues of Charter review. Once the report is received by the Mayor and the City Council, the Committee's purpose shall be deemed fulfilled and the Committee shall be disbanded unless the Mayor and City Council determine otherwise.

Section 5: City Council shall review the report submitted by the Charter Review Committee, to determine if any or all of the recommended Charter amendments shall be placed on the ballot for consideration by Everett citizens. Further, Council may determine that proposed Charter amendments be placed on the Ballot in addition to those recommended by the Charter Review Committee. If it is determined that any or all of the recommended Charter amendments should be placed on the ballot for consideration by Everett citizens, City Council, pursuant to Charter section 16.1, shall adopt an ordinance directing that the recommended Charter amendments be placed on the ballot. The ordinance shall direct that each of the proposed Charter amendments be placed on the ballot as separate questions to be voted upon by the Everett citizens.

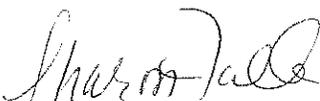
Section 6: The committee is authorized to expend up to Twenty Five Thousand Dollars (\$25,000.00) as needed for support expenses it deems necessary and reasonable. The Committee may retain the services of an independent attorney and administrative support staff as needed.

  
\_\_\_\_\_  
Council member introducing the Resolution

PASSED AND APPROVED this 9<sup>th</sup> day of December, 2015.

  
\_\_\_\_\_  
SCOTT BADER, COUNCIL PRESIDENT

  
\_\_\_\_\_  
RAY STEPHANSON, MAYOR

ATTEST: 



4:30-6:30 p.m.  
2930 Wetmore Avenue, 8<sup>th</sup> Floor Hearing Room

1. Mayor Stephanson and Council President Scott Murphy welcome the Committee Members.
2. Mayor introduces other Council members in attendance, support staff, City Attorney Jim Iles and Bob Bolerjack, liaison between the Committee and City.
3. Committee selection of 15<sup>th</sup> member and procedure for doing that.
4. Committee selection of officers.
5. City Attorney Jim Iles reviews responsibilities of the Committee.
6. Additional support for the Committee: Council allocated up to \$25,000 for support expenses including the services of an independent attorney and administrative support staff as needed. Discuss using City Attorney or outside counsel and clerical staff.
7. Open discussion period for Committee members to express their goals, suggestions and ideas for Charter Review.
8. Discuss future meetings.
9. Schedule next meeting.
10. Agenda items for next meeting and directions to staff.



A Charter Review Committee Meeting of the City of Everett was held on February 11, 2016 in the 8<sup>th</sup> floor Hearing Room of the Wall Street Building located at 2930 Wetmore Ave. The meeting was called to order at 4:37 p.m. and was presided over by City Committee Liaison Bob Bolerjack.

**Attendees:**

**Committee Members**

Christopher Adams  
Terrie Battuello  
Megan Dunn  
Dave Koenig  
Tom Norcott  
Clair Olivers

Reid Shockey  
Angie Sievers  
Michael Swanson  
Erica Temple  
Michael Trujillo  
Walter White

**Excused Members**

Steven Graham

Jo Metzger-Levin

**Guests**

Mayor Ray Stephanson

City Attorney Jim Iles

**City Staff**

Liaison : Bob Bolerjack

Admin: Lee Brandt

**1. Mayor Ray Stephanson and Council President Scott Murphy welcome the Committee Members**

Mayor Stephanson thanked the members for volunteering to review the City Charter in a relatively short period of time and noted that recommendations must be submitted to City Council by June 1, 2016. Council President Scott Murphy thanked members on behalf of the Council and spoke to the City Charter as being a foundation and basis used to guide the City’s operations.

**2. Mayor introduces other Council members in attendance, support staff, City Attorney Jim Iles and Bob Bolerjack, liaison between the Committee and City.**

The Mayor introduced City staff members Bob Bolerjack as committee liaison, and City Attorney Jim Iles. The Mayor and Council President left the meeting at 4:39.

Bob Bolerjack continued the meeting by explaining the materials (notebook) and indicating that Assistant City Attorney Ramsey Ramerman would be present at a future meeting to go over the included memorandum on the Open Public Meetings and the Public Records act. He then reviewed the meeting agenda.



**3. Committee selection of 15<sup>th</sup> member and procedure for doing that.**

Bob Bolerjack explained the procedure for selecting the 15<sup>th</sup> member of the Committee. Members discussed several people who had applied for appointment to the board, but who had not been chosen; and discussed appointing Jim Langus (a past employee of the City who served as Chief Administrative Assistant prior to his retirement) who had not applied, but was known by reputation.

Greg Lineberry, an applicant who was present at the meeting, spoke on his qualifications and desire to work with the Committee.

Committee members selected Jim Langus, by a majority show of hands, as the 15<sup>th</sup> member; and Greg Lineberry, by a majority show of hands, as an alternate.

Bob Bolerjack advised he would contact Jim Langus the next day and then notify Greg if Jim did not accept the position.

**4. Committee selection of officers.**

The following officers were selected by the Committee:

Chair: Reid Shockey by majority

Vice Chair: Megan Dunn by majority

The Committee discussed appointing members to the positions of Treasurer and Secretary but decided to postpone appointments to those positions until a need was determined.

The meeting was turned over to Chair Shockey.

**5. Additional support for the Committee: Council allocated up to \$25,000 for support expenses including the services of an independent attorney and administrative support staff as needed. Discuss using City Attorney or outside counsel and clerical staff.** [This was originally agenda item No. 6, but was moved here]

Attorney Iles advised of funding allocated in the convening resolution. City Attorney Jim Iles reviewed the process for using outside counsel and clerical staff. After discussion the Committee:



- Asked staff to procure administrative support for taking and formatting minutes for the meetings. Jim Iles agreed to help find a suitable person. As the meetings will be recorded for broadcast, minutes will be general in nature.
- Agreed to use the City Attorney's staff for general guidelines primarily; but if necessary, contact outside counsel.
- Asked the City Attorney's Office to provide them with a list of qualified attorneys and other professionals with the needed expertise – so they would be ready to act if and when issues arise.
- Asked the City staff to schedule a presentation to the Committee by Municipal Research Service.

Although attorneys are on the Committee, it was noted that they serve as citizens and Committee work is outside their areas of expertise.

**6. City Attorney Jim Iles reviews responsibilities of the Committee.** [This was originally agenda item No. 5, but was moved here]

City Attorney Iles provided a historical context for the City Charter and information on the existing form on government Everett has in place.

He explained the committee's authority as that of an advisory group, charged with a written report to be provided to the Mayor and City Council by June 1; and how the work could be extended if requested by the Mayor or City Council. Once all work has been completed, the Committee is discharged. The City Council would then make decisions on any changes to adopt as an ordinance for inclusion on the election ballot for voters' approval.

Attorney Iles continued by providing information on the deadline, the necessary number of members needed to move a recommendation forward (10), and the requirement to hold two hearings for public comment.

He then explained the basics of public meetings laws applicable to the Committee, including the prohibition of discussion of Committee business by a quorum outside of these public meetings, and avoiding the use of email to discuss Committee business. He further explained that the Committee is subject to the Public Records Act – all documents received or produced are public records and as such must be retained for a



period of time. He reiterated the Assistant City Attorney Ramsey Ramerman would speak to these matters more in depth at a future meeting. He advised members to use the memo in their binders as a guide.

Committee members inquired about the scope or boundaries of their discussion and recommendation. Iles responded that members can make recommendations beyond what is currently in the Charter, that they could use the index as a guide; but if something were absent, they could bring it up. They are not restricted by Charter, state law or any other rules in this regard.

Committee members expressed a desire to hear from current City department staff as to what they would like changed in the current Charter. They also requested copies of the report provided to the Council ten years ago.

Committee members requested copies of the 2006 report to Council.

The Committee discussed having public hearings occurring near the beginning and end of the process so maximum input could be obtained.

**7. Open discussion period for Committee members to express their goals, suggestions and ideas for Charter Review.**

Chair Shockey asked each member to introduce themselves and to provide thoughts on why they are present on the Committee.

Committee members went around the room, explaining their backgrounds, service and interests. Director Bolerjack then expanded on his background.

**8. Discuss future meetings.**

The Chair asked for members thoughts on possible strategies they could use to best complete the task in the time allotted.

There was some discussion on the topic of City Council districting. Members believe districting will be one of the major priority issues. Vice Chair Dunn will assist in developing contacts and background on this issue.



There was discussion on using subgroups as necessary, use of municipal resources, meetings with City employees on their perceived updates. They discussed the need to work on multiple issues at one time – doing homework and their own research, gathering employee input, receiving public participation. They recognize the need for public input to set priorities.

How to best reach the public was discussed. City Communications Director Meghan Pembroke will be asked to issue a press release on the first public hearing (March 3<sup>rd</sup>) and submit a legal notice to the Herald, asking for public testimony on Charter revisions. Suggestions were made to include neighborhood representatives and Council of Neighborhoods, to include a short introduction on scope at public hearings to make sure testimony was appropriate to the task, use of the City's website on-line form submissions; referral of the website form from the City's Facebook page and Twitter feed.

Bob Bolerjack will make arrangements for outreach through various channels that include Media Director Meghan Pembroke. He will also contact Wendy McClure for assistance in reaching neighborhood representatives.

Committee members would like to meet Thursday evenings from 4:30-6:30 p.m. They would like set the frequency relevant to need, starting with weekly meetings and perhaps switching to every other week; they have the option of adding other dates and times. Frequency will ultimately be determined by what issues arise and how close the Committee is to the due date. They will need public input to set the priorities.

They would like to see draft agendas before they are finalized. Homework before the next meeting was suggested and assigned: read current charter, mark up areas, grammar, spelling, typos, etc. That work would be presented by each member at the meeting on March 3<sup>rd</sup>.

If a member is unable to attend a meeting, they should advise the Chair, Vice Chair, and Director Bolerjack. Bob Bolerjack will provide emails to the members with the reminder not to violate the public meeting rules.



**9. Schedule next meeting.**

The next meeting will be held March 3, at 4:30 p.m., same location [since then, this location has been amended to the Human Resources Training Room on the 5<sup>th</sup> floor of the Wall Street Building] and will include public hearing beginning at 5:30 p.m.

**10. Agenda items for next meeting and directions to staff.**

The following suggestions were made for the next meeting:

- Member presentations on individual work (homework) – changes needed to grammar, correction of typos, wording, or content, and members' perceived priorities

**Adjourn:**

The meeting was adjourned at 6:29 p.m.



4:30 p.m.

2930 Wetmore Avenue, 5<sup>th</sup> floor, Human Resources Training Room

1. Call meeting to order
2. Approval of February 11<sup>th</sup> meeting minutes
3. Staff updates:
  - a. Announcement of clerical hire for taking of minutes (Bob Bolerjack)
  - b. List of qualified attorneys for possible use by Committee (Jim Iles)
4. Presentation on Open Public Meetings Act and Public Records Act by Assistant City Attorney Ramsey Ramerman
5. Committee discussion: Thoughts and ideas after reviewing Charter
  - a. Charter issues raised by City department heads since 2006 review (Bob Bolerjack)
6. Public hearing, starting at 5:30 p.m.
7. Further Committee discussion, questions, comments
  - a. Develop initial list of study topics
8. Date and topics for next meeting

Adjourn



A Charter Review Committee Meeting of the City of Everett was held on March 3, 2016 in the 5<sup>th</sup> floor training room of the Wall Street Building located at 2930 Wetmore Ave. The meeting was called to order at 4:30 p.m. and was presided over by Committee Chair Reid Shockey.

**Attendees:**

<b>Committee Members</b>	Christopher Adams	Tom Norcott
	Terrie Battuello	Clair Olivers
	Megan Dunn	Reid Shockey
	Steven Graham	Angie Sievers
	Dave Koenig	Michael Swanson
	Jim Langus	Erica Temple
	Jo Metzger-Levin	Walter White

<b>Excused Members</b>	Michael Trujillo
	Ramsey Ramerman, Assistant City Attorney

<b>City Staff</b>	Liaison : Bob Bolerjack	Admin: Lisa Harrison
	Jim Isles, City Attorney	

**1. Committee chair Reid Shockey called the meeting to order and welcomed those who were not present at the last meeting.**

- Those who did not attend the last meeting shared their backgrounds, service and interests.
- February 11<sup>th</sup> meeting minutes were approved unanimously.
- Chair Shockey reminded the committee that a public hearing would be held at 5:30 p.m. to receive citizen input.

**2. Staff updates:**

- a. Bob Bolerjack announced the clerical hire, Lisa Harrison, who will be taking minutes and performing other administrative duties for the committee.
- b. Jim Isles shared a list of qualified attorneys for possible use by Committee. The Committee decided to hold off choosing an attorney until the need arises.



### 3. Presentation on Open Public Meetings Act and Public Records Act

- Assistant City Attorney Ramsey Ramerman gave a presentation on the Acts, both of which apply to the Committee's work.

#### **Public Records Act:**

Ramerman explained that during their tenure on the Committee, everything produced is considered a public record, either online, in their computer or in their personal notes or files. If it was provided to them or they created it in their capacity as a member of the committee (acting in this role) it is considered a public record. He suggested that if email was used for communication, the members should create an email address used just for these purposes.

- The City (Bob Bolerjack) should receive a copy of everything considered a public record so that committee members can remove items from their files throughout the process.

#### **Open Public Meetings Act:**

Ramerman explained that all action taken by the Committee must be conducted in public. "Action" is broadly defined as discussion and/or votes where the majority of the body of the committee is present.

- This includes a serial meeting: an email trail or collective effort to involve a decision or other efforts outside of the meetings (i.e. discussion boards online, etc.). Not only could there be legal ramifications, it could undo all of the work that was done by the Committee (have to start over).
- He noted that a one-on-one meeting with a citizen was okay, as long as it's not a group of committee members or a group of citizens.

### 4. Committee discussion: Thoughts and ideas after reviewing Charter

- Bob Bolerjack reported that he sought the input on Charter issues from City department heads on two separate occasions and that they had no substantive issues, mostly technical language such as the finance section with outdated information. Bob will put together some recommended language to address these issues and bring it to the committee.
- The Committee discussed the parameters of their work and was reminded that this is an advisory committee. The City Council can accept all or none of this



Committee’s recommendations and can also bring up issues that Committee did not address for a public vote.

- The group requested information as to what was recommended by the 2006 Charter Review Committee and what actually made it on the ballot in 2006. Bob Bolerjack will gather that information for the next meeting.
- The request was also made for a clean hard copy of the Charter for Committee binders (right now they have duplicated sections).

Discussion commenced regarding the various city boards, commissions and committees and why all are not listed in the Charter. Per Jim Isles, most of the boards are formed by ordinances rather than by Charter. The Committee requested that Bob Bolerjack provide them with a list of the city’s boards, committees and commissions so that they could decide whether or not some of them should be included in the Charter.

Various issues were brought to the table for consideration by the Committee both before and after the public hearing. See **Appendix A** for a comprehensive list of items to be addressed in future meetings.

#### 5. Public hearing, starting at 5:30 p.m.

Three citizens addressed the committee regarding the Charter Review:

- **David Simpson**, former City Council member, 1501 Fulton Avenue, was on the Snohomish County Charter Review Committee in 2006 and thanked Committee members for their work. He asked that the Committee review the issue of City Council districting, as some citizens don’t feel like they are being well represented with all City Council members elected at-large.
- **J.T. Dray**, 902 Wetmore Avenue. He asked that the Committee establish an advisory board for Everett Transit in the Charter.
- **Deb Williams**, P.O. Box 12893, Everett, 98206, who works as the City Council Administrator. Her personal request was that the committee addresses three different issues regarding the City Council in the Charter.
  - i. Gender language: Refer to them as council members, not councilmen.
  - ii. Section 3.2, Council meetings. Currently the Charter requires that the City Council meet “at least once each week”. Based on her research, Williams said, Everett is the only City Council in the area required to meet this often and it can be burdensome if there is nothing new to discuss and/or there are



weather issues that prevent them from meeting. She asked that the requirement be loosened.

- iii. Section 3.2 also requires that meeting notices be made by local press, radio and television. This does not appear to be necessary given use of online posting. Williams recommended deleting references to specific media.

**Public meeting concluded at 5:48 p.m.**

## **6. Further Committee discussion, questions, comments**

One committee member asked how the Public Hearing was announced, expressing concern over low attendance. Bob Bolerjack shared the various ways in which the public hearing was announced.

Section 7: When asked why the Library Board and Civil Service are structured differently than other City commissions, Jim Isles noted that they are mandated by state law. The Library Board, for example, operates independent of the city, except for its budget, which must be approved by the City Council.

A question was asked as to whether the Committee should hire an attorney to review how the Charter lines up with state law so they'll know where there might be conflicts and avoid covering an issue already covered by state law. Jim Isles said that an attorney from Municipal Research Services will be attending the Committee's meeting on March 24 to discuss Everett's Charter and charters in general, but may not be prepared to address specific differences from state law.

Discussion followed about the Committee's process and the need to determine how to disagree/agree in a respectful way. Also want to make sure that there is a narrative attached to the final report that gives reasons why recommendations were made, including any minority reports.

### **Chair Shockey asked for a deeper discussion around the City Council districting issue:**

Chris Adams suggested that the Committee start more broadly and investigate other ways to handle Council representation and voting. He said it would be interesting to hear about cities that have repealed districting and why.

- Jim Isles mentioned that the Municipal Research Services representative would be prepared to address this issue at the March 24 meeting.

It was mentioned that Vice Chair Megan Dunn had done a report about proposed City Council districting that she presented to the City Council in September 2015, at which



time some Council members voiced the opinion that it was an issue for the Charter Review Committee to discuss. Megan was asked to make her presentation to this Committee at a later date.

If the City Council districting issue is pursued by the Committee they will have to decide whether or not they will recommend a specific method of redistricting or just ask the City Council to address districting in general.

#### 7. Final Thoughts

Discussion took place around how the Committee should proceed with its work, and members agreed to 1) develop rules on how to reach an agreement, 2) develop a master list of items to be considered for change in the Charter, 3) review sections of interest in the order they appear in the Charter, discussing each item and taking votes. Meetings will take place weekly through the end of May unless decided otherwise.

The list of items to discuss will be distributed to the Committee next week. Homework assignment is to look through the Charter and form opinions on each.

Date and topics for next meeting

- Public comment
- Agree to topic list
- Discuss each item on list

**The meeting was adjourned at 6:35**



**APPENDIX A**

**LIST OF ITEMS TO BE CONSIDERED BY CHARTER REVIEW COMMITTEE AS OF 3/3/2016**

**1. GENERAL: ADDRESS GENDER LANGUAGE**

- Address all gender-based references, such as “councilman” and “he.” Currently it is addressed as a footnote in the appendix rather than replacing the actual language.

**2. SECTION TBD: CITY COUNCIL DISTRICTING**

- Consider forming geographic City Council districts.

**3. SECTION 1.5: INTERGOVERNMENTAL RELATIONS- ADD NATIVE AMERICAN TRIBES**

**4. SECTION 2.1: DESCRIPTION OF ELECTION**

- Change language regarding voting process reference to “plurality” rather than “majority.”

**5. SECTION 2.5: CLARIFICATION OF INCAPACITY TIME PERIOD**

- Consider defining the “reasonable” time beyond which incapacity constitutes a vacancy.

**6. SECTION 3.4: TYPO CORRECTION**

- First paragraph 2<sup>nd</sup> page change “as” to “at” such later date.

**7. SECTION 3.2: COUNCIL MEETING REQUIREMENTS**

- Consider requiring less frequent meetings and broadening language regarding public notice of such meetings

**8. SECTION 5.1: REPRESENTATIVE ADVISORY BOARDS**

- Consider requirement that members of boards and commissions should reflect the makeup of the community in terms of gender, age and geography.



**9. SECTION 5.2: ADVISORY BOARD LENGTH OF TIME AND CONFLICT OF INTEREST**

- The Charter states that terms for members of boards and commissions created by ordinance shall be for a maximum of 6 years. Consider reviewing and placing a shorter maximum in order to encourage greater citizen participation.
- Consider adding a caveat requiring that a city employee should not be allowed to serve on an advisory board to the department where they work.

**10. SECTION 11.2 INITIATIVE PROCESS: CLARIFICATION OF UNCLEAR LANGUAGE**

- There is a question as to whether or not this section is even necessary, given that there have never been initiatives brought by citizens.
- If necessary, consider reviewing and clarifying the language -- Remove section D (confusing), change “percentum” to “percent”, remove reference to absentee ballots. Need to be consistent with state law. Make sure that the military is handled correctly with respect to absentee ballots.

**11. SECTION 14: FINANCE AND TAXATION CAPS**

- Consider including a limitation on “payments in lieu of taxes” no greater than the maximum tax rate for a similar service.

**12. SECTION 15.1 CLARIFICATION OF POWER TO SUBPOENA WITNESSES**

- Address vague language and clarify enforcement.



4:30 p.m.

2930 Wetmore Avenue, 5<sup>th</sup> floor, Human Resources Training Room

1. Call meeting to order
2. Approval of March 3rd meeting minutes
3. Public comment
4. Discussion of topic list sent earlier, and any additions to list
5. Confirm format for providing input and voting
6. Begin page-by-page document review
  - a. Discuss individual items on list
  - b. Districting discussion to occur after initial run through
7. Date and topics for next meeting

Adjourn



A Charter Review Committee Meeting of the City of Everett was held on March 10, 2016 in the 5<sup>th</sup> floor training room of the Wall Street Building located at 2930 Wetmore Ave. The meeting was called to order at 4:30 p.m. and was presided over by Committee Chair Reid Shockey.

**Attendees:**

**Committee Members**

Christopher Adams  
Terrie Battuello  
Megan Dunn  
Dave Koenig  
Jim Langus  
Jo Metzger-Levin  
Tom Norcott

Clair Olivers  
Reid Shockey  
Angie Sievers  
Michael Swanson  
Erica Temple  
Michael Trujillo  
Walter White

**Excused Members**

Steven Graham

**City Staff**

Liaison : Bob Bolerjack  
Jim Isles, City Attorney

Admin: Lisa Harrison

**1. Call to order**

- The March 3<sup>rd</sup> meeting minutes were approved unanimously.

**2. Public comment**

Chair Shockey invited public comments.

- Greg Lineberry, 3827 Kromer Avenue, Everett, referred to a document he authored that was emailed to the Committee and highlighted the following points for the Committee’s consideration:
  - Residency requirements for certain City of Everett staff positions
  - Districting for City Council positions
  - Term limits for the Mayor and Council members
  - Review Charter every 5 years

All Committee members acknowledged that they had received his email. Chair Shockey stated that the Committee will add these items to the list of proposed topics to cover.



**3. Discussion of topic list sent earlier, and any additions to list**

- Chair Shockey referred everyone to the appendix from last week’s minutes as the itemized list to discuss later on the agenda and asked if there were any additional topics to add. The Committee agreed to work through the Charter and bring up additional topics as they surface during the discussion.

**4. Confirm format for providing input and voting**

- The Committee agreed to the process proposed by Chair Shockey to 1) take a first pass through all of the Charter Articles and identify topics, 2) start making decisions on the topics 3) formulate positions on those topics and 4) vote on items. Those who oppose the vote can file a minority report.
- City Attorney Jim Isles clarified that they must have 10 or more positive votes for an item to pass. Discussion took place as to whether or not a person could abstain from a vote. Chair Shockey stated that the part of the role of committee members is to make decisions, and unless there is a conflict of interest or absent during discussion he feels strongly that all should express their opinion and vote.

**5. Page-by-page document review by the Committee.**

*(Note: Sections not noted below were considered acceptable as they exist today. Gender references mentioned in the meeting are not noted below but will be corrected by staff for further review)*

**1) GENERAL: ADDRESS GENDER LANGUAGE**

Address all gender-based references, such as “councilman” and “he.” Currently it is addressed as a footnote in the appendix rather than replacing the actual language.

- It was proposed that city staff change all language throughout the document and correct gender specific language. A motion was made and passed unanimously (Vote: 14 accepted, 0 opposed).
- Bob Bolerjack agreed to make all changes in a track changes format, red line out and highlight new language for the Committee to approve in the next couple of weeks.

**2) SECTION TBD: CITY COUNCIL DISTRICTING**

- Consider forming geographic City Council districts. It was agreed that this would be discussed in detail after the first pass through the Charter.



- Chair Shockey noted that as they go through the Charter, Committee members should note which sections would be affected if districting is recommended.

**3) SECTION 1.5: INTERGOVERNMENTAL RELATIONS**

- Add “or Native American tribes” after corporation. Jim Isles or Bob will check on the best language.

**4) SECTION 2.1: DESCRIPTION OF ELECTION**

- Possible location to cover districting if pursued. It was noted that “city at large” should be replaced with the right language to reflect districting.
- Change language regarding voting process reference to “plurality” rather than “majority.”

**5) SECTION 2.2: ELIGIBILITY FOR OFFICE (added to list)**

- Consider moving within city government to the end of the sentence.
  - ✓ It was noted that every change proposed would have to be in the ballot, so caution should be taken before proposing wording changes that are not otherwise consequential.
- Consider limiting terms per citizen’s request.

**6) SECTION 2.3: FIRST ELECTION (added to list)**

- Consider deleting as it is outdated.

**7) SECTION 2.5: INCAPACITY TIME PERIOD**

- Consider defining the “reasonable” time beyond which incapacity constitutes a vacancy (i.e. in the last paragraph, add a time frame). Discussion took place as to what is considered reasonable and that there is no mechanism in place currently for the definition of a vacancy.
- Per Jim Isles, look at the ordinance referred to in the paragraph as this time frame might be left open for a reason.
- Committee members agreed to get advice from the Municipal Research consultant, who will be at the meeting on March 24th.



**8) SECTION 2.6 FORFEITURE OF OFFICE (added to list)**

- Question as to how to determine when someone is in violation. Agreed to note this section for further discussion on how to define.

**9) SECTION 2.8 COMMISSION ON SALARIES OF ELECTED OFFICIALS (added to list)**

- Suggestion to add something about them being representative of the city or of their district in section d. Note for further discussion.
- If districts are instituted for the City Council then Council members might appoint people to represent their district. The suggestion was made to state this specifically i.e. “representative of the community’s diversity.”

**10) SECTION 3.2: COUNCIL MEETING REQUIREMENTS**

- Consider requiring less frequent meetings and broadening language regarding public notice of such meetings (i.e. deleting “at least once a week.”)
- Consider changing specific media mentions with “media that will reach as much of the population as possible” and/or add internet. One suggested just say local media.
- Change special meetings notice to 24 hours as per the Open Public Meetings Act.
- Asked that this be reviewed by the City Attorney to make sure it is consistent with state law.

**11) SECTION 3.4: COUNCIL ORDINANCES**

- First paragraph 2<sup>nd</sup> page change “as” to “at” such later date.
- Reference to journal and ordinance book. Need to clarify what this is referencing and if there is an inconsistency. Deb Williams, city staff, will check and report back.

**12) SECTION 4.3: ADMINISTRATIVE DEPARTMENTS (added to list)**

- Positions mentioned in 4.7 – 4.11 are not mentioned in 4.4. Consider making consistent.
- Consideration should be given to the citizen’s suggestion to require certain City Staff members to live in Everett. This had been an issue in the past and it was decided that it went against the employee’s rights to require this.
  - ✓ This issue was explored with the union for police and fire and it was decided that there could be a mileage limit on how far out S.W.A.T. and special forces can live, but not for the overall force.



- Jim Isles noted that Municipal Research should be able to answer. Most likely the Committee can require it for higher levels but not for police and fire.

**13) THROUGHOUT ARTICLE 4: CAPITALIZE DEPARTMENT NAMES (added to list)**

- The Department names and official titles should be capitalized.

**14) SECTION 5.2: ADVISORY BOARDS**

- Consider requirement that members of boards and commissions should reflect the makeup of the community in terms of gender, age and geography. Note to review this paragraph and adjust.
  - ✓ There was discussion around how members are appointed and it was explained that the city takes applications and City Council ultimately decides who should be on a specific committee or board. The suggestion was made to keep a list of recommendations for the City Council for changes for them to consider but not necessarily to be put in the Charter.
- The Charter states that terms for members of boards and commissions created by ordinance shall be for a maximum of 6 years. Consider reviewing and placing a shorter maximum in order to encourage greater citizen participation. This item was withdrawn.
- Consider adding a caveat requiring that a city employee should not be allowed to serve on an advisory board to the department where they work.
- Discussed whether or not some boards or committees should be put in the Charter. One might be the Transportation Advisory Board. This was noted for further discussion.
- Regarding establishing an Everett Transit advisory board, per Jim Isles, state law would have to be changed. It would not work in the Charter given state law as Everett Transit takes direction from Mayor and Council. An advisory board could be added by the City Council via ordinance.

**15) SECTION 8.1: CIVIL SERVICE COMMISSION (added to list)**

- Change the wording “board” to “commission” where mentioned.

**16) SECTION 9.1: ELECTIONS (added to list)**

- Discussion took place about whether or not Charter should require partisan elections but idea was rejected.

**17) SECTION 11.2 INITIATIVE PROCESS**

- There is a question as to whether or not this section is even necessary, given that there have rarely been initiatives brought by citizens.
- If necessary, consider reviewing and clarifying the language -- Remove section D (confusing), change “percentum” to “percent”, remove reference to absentee ballots. Need to be consistent with state law.
- Agreed to do further research and discussion, given that this would be a significant change.
  - ✓ Attorney Jim Isles mentioned that he asked those in his department if this process worked and there were no concerns. Committee would like to continue to explore.

**6. Date and topics for next meeting 3/17/2016**

- Group agreed to start with article 11 at the next meeting. Agreed to start discussing the districting issue after that. Decided to put off a second public hearing until they get further along.
- Will ask Megan Dunn to give the presentation on districting she gave to the City Council last year. Also asked Terrie Battuello to share her experience working for a city that had districting.
- Consider having Megan’s presentation on the 24<sup>th</sup> when Municipal Research will be here.

**The meeting was adjourned at 6:35 p.m.**



4:30 p.m.

2930 Wetmore Avenue, 5<sup>th</sup> floor, Human Resources Training Room

1. Call meeting to order
2. Approval of March 10th meeting minutes
3. Finish page-by-page document review beginning with Article 11
  - a. Continue discussion of individual items on list
4. Initial thoughts on districting
5. Date and topics for next meeting

Adjourn



A Charter Review Committee Meeting of the City of Everett was held on March 17, 2016 in the 5<sup>th</sup> floor training room of the Wall Street Building located at 2930 Wetmore Ave. The meeting was called to order at 4:33 p.m. and was presided over by Committee Chair Reid Shockey.

**Attendees:**

**Committee Members**

Christopher Adams  
Terrie Battuello  
Megan Dunn  
Steven Graham  
Dave Koenig  
Jim Langus  
Jo Metzger-Levin  
Tom Norcott

Clair Olivers  
Reid Shockey  
Angie Sievers  
Michael Swanson  
Erica Temple  
Michael Trujillo  
Walter White

**City Staff**

Liaison : Bob Bolerjack  
City Attorney: Jim Isles  
Legal: Katie Rathbun

Finance: Susy Haugen  
Admin: Lisa Harrison

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**1. Call to order**

Chair Shockey reviewed the agenda and invited comments from the public. None of the visitors wished to comment.

- The March 10<sup>th</sup> meeting minutes were approved unanimously.

**2. Completion of page-by-page document review beginning with Article 11**

- **SECTION 11.6: PUBLICATION OF ORDINANCES**

- On line 2 consider changing from newspaper to “local media”

- **Article 13: FRANCHISES**

- Katie Rathbun, Assistant City Attorney, testified that the city has not had any issues with the franchise section of the Charter (Article 13).
- A question was asked as to why an apartment building was allowed to build out past the sidewalk. It was noted that this issue is not one to be addressed by the Charter.



- **SECTION 13.9: PUBLICATION**
  - Consider changing reference to newspaper to “local media.”
- **SECTION 14.2: FINANCE AND TAXATION CAPS**
  - Consider including a limitation on “payments in lieu of taxes” by city-run enterprises to an amount no greater than the maximum tax rate for a similar service not provided by the city.
  - Susy Haugen, City Treasurer, noted that the finance department has not had any issues with the Charter.
- **SECTION 15.1 CLARIFICATION OF POWER TO SUBPOENA WITNESSES**
  - Address vague language and clarify enforcement. How council deals with subpoenas witnesses.
  - Jim Isles, City Attorney, mentioned that the language is very common and found in other charters. He also pointed out that this is a provision that is not used often. The Committee agreed to include in their final narrative a recommendation that the city look into the specific procedures in how they deal with subpoenas, but not to change 15.1.
- **SECTION 15.9: GENDER REFERENCES AND SCRIVENER’S ERRORS**
  - Discussed removing mention of gender references and just keep it to scrivener’s errors.
  - One committee member commented that this might be confusing for the voters. City Attorney Jim Isles noted that he is working with the County elections office to determine whether one ballot proposition could reference all of the changes, however this may not be necessary as Section 15.9 gives the city permission to change gender references and was passed by the people.
- **SECTION 16.3 AMENDMENTS- PUBLICATION OF**
  - Consider changing mention of the newspaper to reference “local media”
- **SECTION 16.5 AMENDMENTS- PERIODIC REVIEW OF CHARTER**
  - Request from the public that the committee consider shortening the length of time between Charter reviews.

**Final first pass ended at 5:06**

**3. Additional discussion took place regarding section 14.2.**



- City Treasurer Susie Haugen addressed the recommendation in 14.2 to limit payment in lieu of taxes. One committee member, Clair Olivers, suggested that Section 14.2 be edited to cap the payment in lieu of tax imposed by the City of Everett at the maximum tax rate allowed on services not run by the city.
- Clair Olivers volunteered to draft language for the committee to consider.

#### 4. Review of materials

- Bob Bolerjack explained the edited version of the Charter sent to the Committee earlier this week, which included correction of gender references and consistency of capitalization. He also suggested updating all of the “archaic” language such as Hereto and percentum.
- A motion was made and seconded to change all department heads and department titles to be capitalized and that the archaic language be updated. Vote: 15 yes, 0 no (unanimous).

#### 5. Review of all items to eliminate low-hanging fruit

Chair Shockey suggested the Committee go through the list of issues identified and vote on items that are easy to pass or dismiss. A statement was made and agreed to by several that the Committee should avoid making a lot of small changes because it might just confuse the voters by presenting too many ballot propositions.

##### 1) GENERAL: ADDRESS GENDER LANGUAGE

Address all gender-based references, such as “councilman” and “he.” Currently it is addressed as a footnote in the appendix rather than replacing the actual language.

- Already voted on and covered

##### 2) SECTION 1.5: INTERGOVERNMENTAL RELATIONS

Consider adding language that covers Native American Tribes

- Proposed language was provided in the latest edited copy of the Charter. Per Jim Isles, this has not been an issue for the tribes as they are covered under “Other governments” and we have contracts with Tribes now. The Committee debated whether or not it was necessary to change or if it would be confusing to voters.
  - ✓ Motion was made to table this decision until the city’s attorney office resolves how much can be combined in the ballot. Vote: 15 yes, 0 no (unanimous).

##### 3) SECTION 2.1: DESCRIPTION OF ELECTION



Change language regarding voting process reference to “plurality” rather than “majority.”

- This was adjusted during the editing done by the City last week. It was noted that this has not been a problem in the past. No motion was made.

Consider forming geographic City Council districts.

- A more lengthy discussion is planned for later meetings.

#### **4) SECTION 2.2: ELIGIBILITY FOR OFFICE**

Consider moving “within city government” to the end of the sentence.

- Motion was made but not seconded.

Consider limiting terms.

- No comments, no motion was made.

#### **5) SECTION 2.3: FIRST ELECTION**

Consider deleting as it is outdated.

- Discussion took place that it is not affecting anything and was there for historical reference. Section 2.4 has same issue.
- No motion was made.

#### **6) SECTION 2.5: CLARIFICATION OF INCAPACITY TIME PERIOD**

Consider defining the “reasonable” time beyond which incapacity constitutes a vacancy.

There is concern that incapacity could go on for a long period of time without a replacement. Reasonable needs to be defined.

- Opinion was given that this would be determined by the Council and they need to be trusted to make the decision. They have the option to appoint someone to take their place.
- Motion was made to make no changes to this section. Vote: 15 yes, 0 no (unanimous).



**7) SECTION 2.6 FORFEITURE OF OFFICE**

Review and clarify language about moral turpitude.

- The Committee agreed that clarification is not necessary.

**8) SECTION 2.8 COMMISSION ON SALARIES OF ELECTED OFFICIALS**

Add something about being demographically representative of the city or of their district in section d.

- Motion was made to add language “the appointing officials shall strive to have appointed boards and commissions be representative of age, diversity and geography.”
- Decision was made to wait for a motion until Committee Member Terrie Battuello sends out her proposed language.

**9) SECTION 3.2: COUNCIL MEETING REQUIREMENTS**

Consider requiring less frequent meetings and broadening language regarding public notice of such meetings (i.e. deleting “at least once a week.”); changing specific media mentions with “local media;” and Change special meetings notice to 24 hours as per the Open Public Meetings Act.

- Proposed language was provided in the edited version of the Charter provided to the Committee.
- A motion was made and seconded to make the proposed changes, reading “The city council shall meet regularly at the city hall within the corporate limits of the city at such times as may be fixed by ordinance or resolution. At least one of such regular meetings shall be held each month in the evening after 6:30 p.m. Special and emergency meetings shall be called in accordance with state law. All council meetings shall be open to the public, except that the council may hold executive sessions from which the public is excluded in accordance with state law, including the Open Public Meetings Act (Chapter 42.30 RCW).”
- Vote: 15 yes, 0 no (unanimous).



**6. Initial thoughts on City Council districting**

- Chair Shockey noted that a representative from Municipal Research Services will be at the next meeting (3/24) and one of their action items is to address districting. After that Megan Dunn will share her presentation. The Committee agreed that discussion about districting will start after this input.
- The committee discussed whether it is time to hire an independent attorney to help as they approach the districting issue. Chris Adams volunteered to check on availability of each of the recommended attorneys and let the Committee know who is available.

**7. Date and topics for next meeting- 3/24/2016**

- Staff from Municipal Research Services will be here to present an overview of city charters and how different cities handle the election of councilmembers.
- Megan Dunn will give the presentation on districting she gave to the City Council last year. Also asked Terrie Battuello to share her experience working for a city that had districting.
- Chair Shockey will not be available on 3/31. The week of April 7<sup>th</sup> is spring break so 2 Committee Members will be absent for that meeting.

**The meeting was adjourned at 6:28 p.m.**



4:30 p.m.

2930 Wetmore Avenue, 5<sup>th</sup> floor, Human Resources Training Room

1. Call meeting to order
2. Approval of March 17th meeting minutes
3. Comments from the Public
4. Presentation and discussion with representative from Municipal Research Services
5. City Council districting
  - a. Presentation by Megan Dunn
  - b. Discussion
6. Sample Report Format from Reid Shockey
7. Continue discussion of individual items on list (if time remains)
8. Date and topics for next meeting
  - a. Note: meeting on 3/31 will be in the Mayor's Conference Room and chaired by Megan Dunn in Reid Shockey's absence.

Adjourn



A Charter Review Committee Meeting of the City of Everett was held on March 24, 2016 in the 5<sup>th</sup> floor training room of the Wall Street Building located at 2930 Wetmore Ave. The meeting was called to order at 4:30 p.m. and was presided over by Committee Chair Reid Shockey.

**Attendees:**

<b>Committee Members</b>	Christopher Adams	Reid Shockey
	Megan Dunn	Angie Sievers
	Dave Koenig	Michael Swanson
	Jim Langus	Erica Temple
	Jo Metzger-Levin	Michael Trujillo
	Tom Norcott	Walter White
	Clair Olivers	

<b>Excused Members</b>	Steven Graham	Terrie Battuello
<b>Guests</b>	Jim Doherty, Municipal Research	

<b>City Staff</b>	Liaison : Bob Bolerjack	Admin: Lisa Harrison
	City Attorney: Jim Isles	

**1. Call to order**

- The March 17<sup>th</sup> meeting minutes were approved unanimously.

**2. Staff comments**

- Bob Bolerjack reported that Steve Graham had to resign his spot on the Committee due to change in work hours. The Ordinance for the Charter Review Committee calls for the mayor to appoint a replacement with the consent of the council. The hope is to have someone by next Thursday.
- The legal department had a discussion with the City Clerk on some issues brought up at earlier meetings. They concluded that the gender reference and capitalizations of departments/department heads are authorized in the Charter and do not have to be on the ballot to be made. Updating archaic language throughout the Charter, however, is a more substantive change and needs to go to ballot.



### 3. Comments from the public

Jackie Minchew, 5607 South 2<sup>nd</sup> Avenue, stated that districted elections is something he wants to see happen and asks the committee to consider.

- Chair Shockey acknowledged that this would be an important subject for the committee, starting with today's presentation from Megan Dunn and the help from Municipal Research.

### 3. Presentation and discussion with representative from Municipal Research Services

Jim Doherty from Municipal Research Services distributed a hand out regarding district voting. About 20 cities have ward or district voting out of 285 cities in the state. Not done in a small city, but as larger cities grow they have adopted this process.

- He stated that MRS does not advocate one way or the other. There are pros and cons to each approach. Yakima had it forced on them because they had a large Hispanic population and had no representation on the city council.
- Districting is often looked at as a way to provide a more comprehensive representation, but it can go wrong if Council members focus too much on their district and not the big picture. If Everett makes a transition to this approach, it will have to review district borders every time there is an election.
  - There is the option of having districts and a certain number of Council members elected at large.
- Some cities have adopted districting and then reversed. Committee members expressed the desire to learn more about these cities' rationale for going back. Jim will try to track down some more information from the more recent changes.

Doherty opened it up for questions from the Committee.

He was asked if he could provide an overview with how boundaries are changed due to census.

- Jim will follow up on this. The criteria are always equality of population across districts, but sometimes there can be disputes as to how these are derived.

If we get a yes in the vote in November, what is the timeline for how this would occur?

- Doherty stated that the committee would have to include that as part of their recommendation: a process that covers all the districts and number of council members.



One Committee Member stated that the issue driving a desire for districting appears to be the impression that south Everett is under-represented. Are there ways to address that?

- Doherty suggested that if the City Council gets a vacancy they can decide to pull someone in from that area who has been involved with the City in other ways, such as committees and boards.

Doherty was asked if districting is done to solve under-representation of minorities.

- This has not been his experience.

The suggestion was made that by a Committee Member that they get a better understanding of the percentage of south Everett residents that are registered to vote.

- Another Committee Member stated that he had looked at this and stated that the composition of voters is 2/3 south Everett citizens. Would be interested to know how many of those who are eligible are actually registered to vote and do vote.
- Chair Shockey will try to get more specific information from the Puget Sound Regional Council.

Doherty was asked to describe rank choice voting done in Pierce County and San Francisco.

- Committee Member Chris Adams stated that he will learn more and report back to the Committee.

Discussion took place as to the level of detail needed for the ballot should districting be desired.

One committee member recommended that in the ballot proposition they should include the number of districts, number at large and by district and the boundaries as was the case when districting was on the ballot for the city of Seattle.

- One thing to look into is whether it would increase the cost of elections to go to districting (would need to ask the county). It was recommended that Bob ask County Auditor Carolyn Weikel to attend a committee meeting to answer some of these questions.

#### **4. City Council Districting**

##### **a) Presentation by Committee Member Megan Dunn**

- Dunn stated that this was presented to the city council in September but put together by a group of citizens. Issues identified in the presentation include lack of representation of south and lack of diversity on the council. She stressed that it is



important for creative input and problem solutions to have a broad group of people represented, which is the case for the Streets Initiatives Committee.

- Dunn presented maps which demonstrated the diversity across neighborhoods in terms of income, age and labor force. She stated that districting appears to help with representation in Seattle and Yakima, as well as driving increased participation. Cities that have moved away from districts are all smaller cities of less than 20,000 population.
  - As cities grow in population, they are more likely to use voter districting. Everett's size is right in the middle where others at a similar size are more likely to be districted or mixed.
- Dunn presented a first draft of Everett districts, created by geographer Richard Morrill who did the same for Seattle. The draft suggests five districts for Everett, with roughly 20,000 citizens in each district.
- One Committee Member noted that many smaller cities have more council members than Everett has (currently seven). It was stated that the Charter can be changed to increase the number of members if the committee desires, with or without districting.

**b) City Council Districting Discussion-- Initial reactions and concerns**

- One Committee Member stated concern that there is no incentive for the City Council to support districting because they could lose their jobs in the process. Should we be spending this much effort on this if it will not go anywhere?
  - One Committee Member disagreed, stating that they could run for the at-large positions. It might help get some people to come out of the woodwork and would hope that council members would look at themselves as representing the city at large.
  - Another Committee Member stated the desire not to include districting in their recommendations. Historically the city has been well managed and the council has never demonstrated a bias towards a particular area. There is concern that districting would introduce new variables and make our government dysfunctional.
  - Chair Shockey stated the opinion that this committee would not be doing its duty if it doesn't address this issue. This is an issue that has been lingering in this community for several years. If we don't put something on the ballot that gives the public to react to then it's going to continue to be an issue.



- They were reminded that this issue was reviewed by the City Council Members and some stated that it should be part of the Charter Review in September.
- One Committee Member shared the opinion that the current at-large system does provide diversity in the City Council. We have people who have diverse backgrounds, and the two longest-serving members were both minorities.
- Others expressed concern over the amount of time left before their report is due given the complexity of this issue. There is a need for more input and data before they can feel confident about a recommendation. There is also a need to explore the legal issues and the voting procedures as well as hear from the city of Seattle and what they went through prior to voting on districting.
  - City staff was asked to find out if there was a period of time between the Committee’s recommendation and the November elections where more work can be done.
  - One mentioned that a report was done 10 years ago by City Councilmember Drew Neilsen about districting. Bob Bolerjack will scan it and send it to the committee.
  - Discussion took place about hiring an attorney. Per Committee Member Chris Adams, Thom Graafstra is available to be the attorney for the committee. A motion made and seconded to retain Thom Graafstra as the outside attorney. Vote: 12 yes, 0 no, 1 abstained (passed by majority).
- Several stated the desire to learn more about the ranked choice option, and would like to be better information about that. Who do we want to get to speak with us?
  - Committee Member Chris Adams said that he will get more information to share with the Committee.
  - Chris Adams and the new attorney will work with a sub-committee to do more research on the work done in Pierce County.
  - Municipal Research’s Doherty will consult his partners to see if he can provide any more guidance.



**5. Sample Report Format from Reid Shockey**

- Shockey provided a sample report via email to the Committee this week which will be discussed at a later date.

**6. Date and topics for next meeting 3/31/2016**

- Note: meeting on 3/31 will be in the Mayor's Conference Room on 10<sup>th</sup> floor and chaired by Megan Dunn in Reid Shockey's absence.

**The meeting was adjourned at 6:25 p.m.**



4:30 p.m.

2930 Wetmore Avenue, 10<sup>th</sup> floor, Mayor's Conference Room

1. Call meeting to order
2. Approval of March 24 meeting minutes
3. Welcome new member, Mark Nesse
4. Update on retention of outside counsel
5. Comments from the public
6. Update on voter research from County, other sources
7. Review Report Outline
8. Continue discussion of individual items on list
9. Adjourn

*Note: Meeting on April 7 will be in the Mayor's Conference Room, 10<sup>th</sup> floor*



A Charter Review Committee Meeting of the City of Everett was held on March 31, 2016 in the 10<sup>th</sup> floor Mayor’s conference room of the Wall Street Building located at 2930 Wetmore Ave. The meeting was called to order at 4:30 p.m. and was presided over by Committee Vice Chair Megan Dunn.

**Attendees:**

<b>Committee Members</b>	Christopher Adams Terrie Battuello Megan Dunn Jim Langus Jo Metzger-Levin Tom Norcott Clair Olivers	Angie Sievers Michael Swanson Erica Temple Michael Trujillo Walter White Mark Nesse
<b>Excused Members</b>	Reid Shockey	Dave Koenig
<b>City Staff</b>	Liaison : Bob Bolerjack City Attorney: Jim Iles	Admin: Lisa Harrison

**1. Call to order**

The March 24<sup>th</sup> meeting minutes were approved with the following amendment: It was requested that the minutes be amended to mention the name of the district map provider who is geographer Richard Morrill. Yes: 12, No:0, Abstain:1

**2. Welcome new member, Mark Nesse**

Nesse provided his background and interests in being a member of the Committee. The City staff provided clarification for members that Mr. Nesse was appointed by the Mayor, with the endorsement of the appointing councilmember and that Mr. Nesse was drawn from the original volunteer application list.

**3. Update on retention of outside counsel**

Thom Graafstra has been retained and is already doing some work for the Committee. Several committee members had a conference call with him in the past week and discussed City Council districting. Next week he will attend the meeting and can talk with Committee members about their questions. He will be prepared to talk about the districting process.



The Committee agreed that they will need to decide what legal issues we want him to cover versus city staff.

#### **4. Comments from the public**

Everett resident Jackie Minchew brought two items to the attention of the Charter Review Committee: 1) It was noted in earlier conversations that the dividing line is considered 41<sup>st</sup> for north and south Everett. Minchew suggests that they also consider a central Everett district if pursuing districting; 2) Currently the Charter does not include a directive on environmental responsibility and he asks that they consider including something about this issue that compels the city to have an action plan.

#### **5. Update on voter research from County, other sources**

Bob Bolerjack talked through the various hand-outs provided to the Committee this week:

- Language from Committee Member Clair Olivers regarding a proposed amendment.
- Number of registered voters north vs. south in the last general election.
- Research on City Council races and where candidates lived from 1981-2015.
- Costs for elections if we move to districting: there would be no cost increase.
- Ranked choice voting in Pierce County: Was adopted in 2006 and was repealed by voters in 2009—was thought to be too confusing.
- Information from the 2013 voters pamphlet regarding the Seattle initiative that created districting, including pros and cons from supporters and opponents.

#### **6. Review Report Outline**

Megan Dunn referred to the outline provided by Chair Reid Shockey last week. Dunn reviewed the outline for the committee. The idea would be for various members of the committee to take on different parts of the report.

- Unclear to the Committee what Shockey meant by “minor” amendments in his outline. The Committee decided to revisit the outline at the next meeting and take volunteers for each section.

#### **7. Continue discussion of individual items on list**

##### **1) SECTION 5.1: REPRESENTATIVE ADVISORY BOARDS**

- Consider that members of boards and commissions strive to reflect the makeup of the community in terms of ethnic diversity, gender, age and geography.
  - ✓ Remove from list. This is being handled in Section 15



**2) SECTION 5.2: ADVISORY BOARDS**

- Appointing officials for boards and commissions should strive to reflect the makeup of the community in terms of ethnic diversity, gender, age and geography.
  - ✓ Remove from list. This has been addressed in Section 15.
- Consider adding a caveat requiring that a city employee should not be allowed to serve on an advisory board to the department where they work.
  - ✓ Motion was made to table this issue. Vote: 13 yes, 0 no (unanimous).
- Consider whether some boards or committees should be put in the Charter.
  - ✓ Suggestion was made that the Charter remain the same and keep it to the 5 mentioned in the Charter currently: Library, Planning, Civil Service, Parks and Salary commissions/boards. In this way, the City Mayor and Council retain the authority to form and disband others.
  - ✓ Suggestion was made that any environmental committee, as suggested by the testimony from the public, also remain within the purview of the City Council and Mayor.
  - ✓ Motion made to remove this from consideration. Vote: 13 yes, 0 no (unanimous).

**3) SECTION 8.1: CIVIL SERVICE COMMISSION**

- Change the wording “board” to “commission” where mentioned.
  - ✓ Remove from list, can be corrected under the scrivener’s error provision

**4) Articles 9 & 10 (new)**

- Archaic language should be modernized, which should go on the ballot.
- Legal will draft the language that would cover it and bring to next week’s meeting.

**5) SECTION 11.2 INITIATIVE PROCESS: CLARIFICATION OF UNCLEAR LANGUAGE**

- If necessary, consider reviewing and clarifying the language -- Remove section D (confusing). Change “per centum” to “percent”, remove reference to absentee ballots.
  - ✓ Covered in archaic language to be covered all in one entry on the ballot.



- Make consistent with state law
  - ✓ Motion was made to table this issue until a review can be done comparing to state law. Vote: 13 yes, 0 no (unanimous).

**6) SECTION 11.6: PUBLICATION OF ORDINANCES**

- On line 2 consider changing from newspaper to “local media”
  - ✓ Current language is actually required by state law, so changing the charter would not eliminate the requirement by the state. Remove from list.

**7) SECTION 13.9: PUBLICATION**

- Consider changing reference to newspaper to “local media”
  - ✓ Current language is actually required by state law, so changing the charter would not eliminate the requirement by the state .
  - ✓ Motion was made to remove all review items that recommend these changes. Vote: 13 yes, 0 no (unanimous).

**8) SECTION 14.2: FINANCE AND TAXATION CAPS**

- Consider including a limitation on “payments in lieu of taxes” by city-run enterprises to an amount no greater than the maximum tax rate for a similar service not provided by the city.
  - ✓ Clair Olivers provided proposed language and stated that the intent is to limit the rate while reserving the city’s authority to seek an increase by vote.
  - ✓ One committee member asked what the problem is that Olivers is trying to solve. He mentioned that the city might be pressured to increase in lieu of tax rate against captive utility funds in order to increase city general funds. His intent is to make the city’s taxation more transparent and limit how high they can go.
  - ✓ One member expressed a concern that further limiting the city council options when there were natural political incentives to control the rate was unnecessary and noted that the City has managed this responsibly thus far.
  - ✓ A suggestion was made for Clair to draft the narrative he would include in the report to support this and to allow the Committee to have a better understanding of the betterment proposed.
  - ✓ Motion made to table for further clarification. Vote: 12 yes, 1 no (majority).

**9) SECTION 15: BOARDS AND COMMISSIONS (new)**

- A motion was made to add a Section 15.10 called Boards- Diversity which would read as follows: Appointments to City boards, commissions, and committees should consider factors such as geography, gender, ethnicity and age in an effort to better reflect the City’s diversity.

✓ Vote: 13 yes, 0 no (unanimous).

**10) SECTION 16.3 AMENDMENTS- PUBLICATION**

- Consider changing mention of the newspaper to reference “local media”
  - ✓ Remove from list for reasons mentioned in 13.9.

**11) SECTION 16.5 AMENDMENTS- PERIODIC REVIEW OF CHARTER**

- Request from the public that the committee consider shortening the length of time between Charter reviews.
  - ✓ Comment was made that it takes a while to make sure that the past changes had the desired effect.
  - ✓ As it stands the City Council has the authority to ask for a review before 10 years have passed (Charter says *at least* every 10 years).
  - ✓ Motion made to strike this item, Vote: 13 yes, 0 no.

One member asked the other members whether Charter Review Committee seats should be elected positions in the future, as this is how it is handled by the County.

- City Attorney Jim Iles pointed out that this is an advisory committee versus the county, where Charter Review Commission members are freeholders whose recommendations go directly to the ballot.
- One member stated it would be a lot of work for people to run for Charter Review Committee and people may not be interested. It was noted that the County had an overwhelming response when they held these as electoral positions.
- One Committee Member asked that the reasoning behind changes suggested by city clerk in section 3 (Council meetings) be provided to them.



## 8. Date and topics for next meeting 4/07/2016

Agenda next week:

- Attorney Thom Graafstra will be here to share what he learned about districting. Committee to provide him with items they want him to research.
- Homework is to draft questions for him and send them to Megan Dunn.
- Richard Morrill will be able to join the meeting via phone to discuss his rationale behind creating the district map. He was an advocate for districting. The suggestion was made to find someone from Seattle who was against districting to get their point of view as well as to study the information provided by Bob Bolerjack.
- One Committee Member asked what the process will be for getting through the districting issue. Discussed that the committee has the option of recommending how to district or recommending that a committee be formed to create districts.
- The Committee requested an updated copy of the neighborhood map for all members.
- As a final note, one Committee Member stated that they need to make sure they have a plan in terms of how they will get to the final report before the June 1 deadline.

Note: The meeting on 4/07 will be in the Mayor's Conference Room on 10<sup>th</sup> floor.

**The meeting was adjourned at 6:21 p.m.**



4:30 p.m.

2930 Wetmore Avenue, 10<sup>th</sup> floor, Mayor's Conference Room

1. Call meeting to order
2. Approval of March 31 meeting minutes
3. Comments from the public
4. Discussion with Richard Morrill (participating via phone) to discuss his approach to City Council districting
5. Discussion with Committee counsel Thom Graafstra; questions from the Committee for him to address
6. Discussion of process to be used from now until deadline in order to get report completed
7. Return to master list of items to discuss those remaining
8. Adjourn

*Note: Meeting on April 14 will be in the 5<sup>th</sup> floor, Human Resources Training Room*



A Charter Review Committee Meeting of the City of Everett was held on April 7, 2016 in the 10<sup>th</sup> floor Mayor’s conference room of the Wall Street Building located at 2930 Wetmore Ave. The meeting was called to order at 4:32 p.m. and was presided over by Committee Chair Reid Shockey.

**Attendees:**

**Committee Members**

Christopher Adams  
Terrie Battuello  
Megan Dunn  
Dave Koenig  
Jim Langus  
Tom Norcott  
Clair Olivers

Reid Shockey  
Michael Swanson  
Erica Temple  
Michael Trujillo  
Walter White  
Mark Nesse

**Excused Members**

Jo Metzger-Levin

Angie Sievers

**Guests**

Attorney Thom Graafstra

Geographer Dr. Richard Morrill (by phone)

**City Staff**

City Attorney: Jim Iles

Admin: Lisa Harrison

**1. Call to order**

The March 30<sup>th</sup> meeting minutes were approved unanimously with amendments requested by Committee Member Battuello.

**2. Comments from the public**

Jackie Minchew: The Committee decided not to require any additional councils or boards in the Charter. Minchew would like to have a more detailed mention of the city’s responsibility when it comes to climate change. He asked them to form a citizen’s committee on energy, climate change and economics. In 2006 an intern was hired to gather information on greenhouse gases in Everett which was delivered in 2011 and did not result in any action. Paul Roberts has also drafted something with Climate Solutions. Minchew urged the committee to add something to the Charter which would be a call to action for the City Council to act on this matter as they have not done so or recommend to the City Council that they create and ordinance to form a committee.

M.J. Donovan Kramer introduced herself as representing the League of Women Voters. Is attending to observe the process and hopes this document has the best review possible.



### 3. Discussion with Committee counsel Thom Graafstra

Thom Graafstra has been retained and is already doing some work for the committee. Several committee members had a conference call with him in the past week and discussed City Council districting. As an attorney in Snohomish with Weed, Graafstra & Associates, he does work with governmental bodies on municipal issues. His experience includes providing counsel for the City's 2006 Charter Review Committee, and he has done work for the City of Everett.

- Graafstra looked into why the ward system was rejected by the City of Snohomish 15 years ago. It was very political; wards didn't seem to be effective according to the city's leaders. Also Snohomish converted to being an optional municipal code city manager form of government that requires general elections be done on an at-large basis.
- Graafstra mentioned that some Eastern Washington communities have had issues with at-large councils; Yakima was ordered by a court to adopt council districts. Wenatchee has a subcommittee that has been studying districting as an option.
- Graafstra was asked during a conference call to address the role of the committee on the subject of districting. He mentioned that he focused on first class cities and looked at how many have considered districting. There are 10 first class cities in Washington; 6 are like the City of Everett with a strong mayor and council, 4 have a council-manager form of government. He reviewed the composition of the various cities.
  - In terms of approach, he looked at Seattle, which specified in its charter the number of positions elected at-large and by district and described at great length each of the district boundaries.
  - In Tacoma's charter, the city is divided into 5 districts and also has at-large positions, but the city council has the authority to determine where the districts are and how they are divided by a separate ordinance. Bremerton follows a similar approach.
- Vice Chair Dunn referred to her earlier request that he take a look at the state code RCW 29A.04.330 which talks about all general elections being held in the odd numbered years so wanted to make sure that they could hold elections on the even years. Graffstra agreed to look into this.
- Committee member Adams said he believes the committee needs to discuss what issue those in favor of districting are trying to solve. Representation as well as being in



compliance with the Voting Rights Act appears to be part of the issue. Graafstra mentioned a recent Supreme Court decision regarding districting in Texas which confirmed that districting should be done on a gross population basis.

A question was asked as to whether the committee has dropped the ranked choice option. Per Chair Shockey, this has not been dropped and he is following up to get more detail.

#### **4. Discussion with Richard Morrill (participating via phone) to discuss his approach to City Council districting (5:00)**

- Shockey asked for Morrill’s thinking on the topic of districting. Morrill explained that he has been doing this work for 50 years. As a geographer he believes in districting for two reasons 1) we live in a country that values districting as a way of representation. 2) more representation of women, greater diversity. When you have a council at-large you tend to have people from the “power center.”
- What pushback did you get from the opponents’ side?
  - In the case of Seattle he said he was careful to craft a district that was primarily a minority community. Two minority districts were sought, but he pointed out that they might not get either if they ask for 2.
  - He started with the neighborhood delineations and worked from there. Most remained intact. Had over 100 neighborhoods. Districting must meet the requirement of 1 person, 1 vote. Much better to have the map as part of the recommendation to the city council versus suggesting they do it. In the case of Seattle, a citizens committee was created to design this and Morrill provided recommended boundaries.
- Did you look at ranked choice approach versus districting?
  - Morrill responded that he does not know enough about this option.
- Is there anything unique about the City of Everett? Don’t understand why women candidates would have an advantage with districting.
  - It is easier to run when you don’t have to run at-large...can focus on your district constituents. There are barriers to running at-large and money is one of those.

Shockey asked the committee members for comments based on what was heard during the discussion with Richard Morrill.

- Some felt that the cost issue was an appealing reason to consider districting. Requires money to make signs and fliers, mailings, etc. It may encourage more people to run



rather than so many being unopposed. Encourages minorities to run since they would represent their own neighborhood. One committee member mentioned that based on experience it costs around \$20,000 to run for City Council in Everett.

- One stated that gender does not seem to be an issue in Everett. We've had an increase in the presence of women and even have had women run against each other and it feels like suggesting that having smaller districts to favor women is insulting, suggesting that women can't be successful at-large.
  - It was clarified that Morrill was referring to the fact that if you can diversify where the candidates need to come from you can get better representation (versus the North where there is the "power center").
- One committee member who is in favor of districting stated that it has been proven to provide more accountability for the Councilmembers because they are responsible to their neighbors.
  - Discussion took place as to whether accountability is the issue they need to solve, specifically is there not enough accountability for the south? Districts might make people have closer contact with those experiencing issues.
  - It appears that South Everett it is not a population that gets as much attention—is that actually the case? Is there a way to quantify city expenditures by neighborhood? Attorney Jim Iles stated that this might be a big undertaking but he will ask if this is possible.
- It was asked whether or not the city has had any minorities file grievances about our current electoral system that would make this an issue. The committee members asked that staff follow up on this issue for the next meeting.
- One commented that they were surprised at how things have worked out in past years based on the data that has been provided, stating that they do not see any issues based on the data. There were actually more voters registered in the south versus the north.
  - Shockey stated that he disagrees with 41<sup>st</sup> street being considered the dividing line between north and south Everett, suggesting that it should be Madison or 84<sup>th</sup> street. Would be curious to know what the representation looks like if you adjust the dividing line.
- The suggestion was made that the committee should write out a statement as to the issues they see that could be solved by districting or other solutions. Once they agree on the statement, it will help the committee move forward.



- The issue was raised that many people who live in South Everett might not actually identify themselves as an Everett citizen. Some may think Mill Creek, Lynwood, etc. Some are in the Mukilteo School District so they focus on that community rather than Everett.
  - Once committee member stated that in his observation there is much more engagement in community activities and neighborhood meetings in the north Everett areas versus the south Everett areas.

#### **5. Discussion of process to be used from now until deadline in order to get report completed**

- Shockey requested discussion on how to move forward/talk through the outline he distributed last week. In order to get thinking coordinated and moving forward on districting, he asked for volunteers to take a position and write out pros and cons. He noted that they have been provided with recommended language from city staff for the ballot on 1) City Council Meetings and 2) Updating archaic language. They also received language from Committee Member Clair Olivers regarding a proposed amendment.
- Shockey explained that his outline is to be thought of as the table of contents for their report. He included “major” items which would be the things they voted on and “minor” are recommendations to City Council that won’t be on the ballot.
- A committee member asked who will write the report once they have agreed on everything. Iles stated that it will have to be a combined effort. Those items the committee wants to go to the ballot will need to be written in the format provided by the city staff with narrative, rationale and minority reports.

#### **6. Return to master list of items to discuss those remaining**

##### **SECTION 1.5: INTERGOVERNMENTAL RELATIONS— previously tabled for further discussion (Add language that covers Native American Tribes)**

- One committee member stated that politically it would be good to acknowledge the tribes more specifically since they are important partners.
- One is concerned if it is on the ballot and voted down. The current charter allows for business partnerships with tribes without any changes.
- Motion made and seconded to add the word “tribal” after federal in Section 1.5. Vote: 9 yes, 4 no (not passed).



7. Shockey suggested that committee members volunteer to write opinions on the districting issue. It was agreed upon that in the next meeting each committee member would state their current opinions.

**8. Date and topics for next meeting 4/14/2016**

Agenda next week:

- Focus entirely on the issue of districting. Decide at the end of the meeting what the committee will recommend to the Council on this issue.
- Committee Member Swanson volunteered to present advantages of maintaining at-large council at the next meeting

Note: The meeting on 4/14 will be in the 5<sup>th</sup> floor Human Resources training room

**The meeting was adjourned at 6:29 p.m.**



4:30 p.m.

2930 Wetmore Avenue, 5th floor, Human Resources Training Room

1. Call meeting to order
2. Approval of April 7th meeting minutes
3. Comments from the public
4. Continued discussion regarding City Council districting
  - a. Committee Member Swanson to present advantages of maintaining an at-large council
  - b. Committee Member Dunn summarizes her reasons for supporting districting
  - c. Each Committee Member states their current position on districting
  - d. Decide next steps to wrap up districting issue.
    - i. Possible Vote
    - ii. Process for Majority/Minority Reports
5. Adjourn

*Note: Meeting on April 14 will be in the 5<sup>th</sup> floor, Human Resources Training Room*



A Charter Review Committee Meeting of the City of Everett was held on April 14, 2016 in the 5<sup>th</sup> floor Human Resources training room of the Wall Street Building located at 2930 Wetmore Ave. The meeting was called to order at 4:30 p.m. and was presided over by Committee Chair Reid Shockey.

**Attendees:**

<b>Committee Members</b>	Terrie Battuello	Reid Shockey
	Megan Dunn	Angie Sievers
	Dave Koenig	Michael Swanson
	Jim Langus	Erica Temple
	Jo Metzger-Levin	Michael Trujillo
	Tom Norcott	Walter White
	Clair Olivers	Mark Nesse
<b>Excused Members</b>	Christopher Adams	
<b>Guests</b>	Thom Graafstra	
<b>City Staff</b>	City Attorney: Jim Iles	Admin: Lisa Harrison

**1. Call to order**

Chair Shockey explained that there is no public hearing scheduled today, even though a guest commentary in The Daily Herald may have left that perception. He outlined a decision schedule that will include the date of the committee’s second public hearing.

- Shockey clarified that the 4/14 meeting has been set aside for a roundtable discussion among the members. Once the committee gets through the scheduled items, if there is time toward the end of the meeting that time will be made available for public comments. He reiterated that citizens can also submit emails to the city or post comments on the website.
- Shockey stated a proposed schedule to the committee members. He asked them all to look at the proposed meeting schedule and comment.

Committee member Battuello stated that the published agenda shows that public comments would be heard. Shockey replied that this would be not related to districting, which would happen later but it is up to the committee.

She asked whether they be ready to adopt a report by 5/19. Discussion took place as to when a vote was considered final and if the committee can revisit votes after the public hearing. The committee agreed that that they would compile the report with their votes on



all of the issues, which would be available to the public before the public hearing. At that point if someone brings up an issue with some new thoughts the committee should be able to revisit.

2. The April 7<sup>th</sup> meeting minutes were approved unanimously with amendments (section 7, strike written opinions from the comment).

### 3. Comments from the public

Bob Overstreet, 1717 Rockefeller, stated that districting is necessary and has been for years so that there is representation for all corners of the City. Yakima is an example, where over 40% of citizens were Hispanic and never had a representative. Last year two were elected because they had districting in place. Overstreet commented that at one point this came up with the City Council and at that time 6 of the 7 council members were from Northwest Everett. Districting was voted down by the council, which was one of the reasons why they formed the neighborhood associations. "I can't urge you more strongly to accept a scheme that includes districting for Everett," Overstreet said.

Greg Lineberry, 3827 Kromer, stated "I'm also for districting and want to point out that the how-to is above and beyond what this committee should have to handle." He recommended that they put districting on the ballot, but have a separate committee assigned to draw district lines.

### 4. Continued discussion regarding City Council districting

Jim Iles reported that he looked into whether any complaints had been filed with the city regarding lack of fair representation in city elections. None were found.

#### a. Council Member Swanson presents on advantages of maintaining an at-large council

Swanson presented a report on his rationale for maintaining at-large voting in City Council elections. Key points of his presentation:

- 1) Districting would reduce choices for all Everett voters.
- 2) The current system already supports diversity. City has a history of electing people from all corners of the city.
- 3) South Everett already has an electoral advantage based on the number of registered voters south of 41<sup>st</sup> Street (66% of all voters). A candidate from south Everett would seem to have an advantage. Everett voters have shown that they care about much more than where candidates reside.



- 4) Voters consider many factors when voting. Geographic diversity is only one aspect. Districting mandates geography as an overriding priority.
- 5) Districting would narrow the focus of council members. The current at-large system allows council members to take a citywide view of issues, whereas districting would narrow their view. It is important to keep council members “politically dependent” on votes from all areas of the city.
- 6) Districting would not reduce the fund-raising barrier. It is difficult to scale back a lot of campaign investments to one area of the City of Everett.
- 7) Current system allows for equitable allocation of resources throughout the city. The city has grown to the south, as this was only area for growth. Infrastructure has been added as needed.
- 8) Gerrymandering: district lines can be moved to favor certain districts. How do we protect against this? Who will draw the lines and how can we ensure that this will not be driven by politics?
- 9) Everett is not equal to Yakima, Tacoma or Seattle. In Everett there is no evidence that anyone has ever been denied a seat on the council due to where they live or their racial heritage.
- 10) At-large council elections are common for cities of Everett’s size. We are in line from both a national and state perspective. For medium cities, 44% have districting. In line with similarly sized cities in the state of Washington.

**b. Megan Dunn summarized her key points in favor of districting:**

- Last week we were asked what the problem is we are trying to solve. Her answer is that “We have an undemocratic voting system that disenfranchises voters and has contributed to division and apathy across the city.” Our current system is outdated and we shouldn’t spend taxpayer dollars defending this outdated system.
- Two main advantages are better representation and more involvement in the city. To the candidates it removes barriers to election and increases accountability for their neighbors. Three Charter Review Committee members are here because of their neighbors; that’s how things work.
- After Drew Nielsen passed away, there were 3 appointments of council members in 4 years and we had the “Anderson Uprising.” Several women and people of color up for appointments that ended up going to a white male. Part of the reason we have a concentration of power in the north is because of those appointments.
- This is something that has been discussed over the last 20 years and it’s an issue whose time has come. Seven out of 10 first class cities are using districting.
- 41<sup>st</sup> Street should not be the dividing line since the majority of the population lives south of there. We can’t really compare south to north this way.
- The majority of the public comments have been for district voting. In your packet today you received a letter from Brian Sullivan, John McCoy, Mike Sells and June Robinson who represent Everett at the county and state level in support of districting.
- Everett is unique: We have higher crime, more renters, lower incomes, etc. in Everett than the rest of the county so we need more involvement throughout the city.
- Dunn supported that she feels the city is ready and is prepared to offer her services to be part of a citizen’s committee to bring it to the general election.
- Asked the ACLU for a statement around district voting for Everett. ACLU stated that they are committed to ensuring political fairness for diverse voices.
- Gerrymandering is not a concern. Districting would be based on state law, which states district boundaries should be based on proportion of the population.

**c. Each committee member to state their position, continue discussion regarding districting pros and cons for Everett**

- 1) Reid Shockey: I think it is a bona fide issue that deserves to move forward. The City Council is looking for this committee to make a recommendation on this. I think we



should allow the citizens a vote on what they think should happen. If we decide not to put it on the ballot, then this issue will continue to fester. If we put it to a vote and it is voted down, at least we can say the people have had a choice. I propose 3 at-large and 4 district positions. A commission should be formed if it is voted in to develop the district boundaries. They would be developed based on population, geographically contiguous, etc.

- I want to get past this opinion that 41<sup>st</sup> street is the dividing line. It should be farther south so as to be fair to those in the most southerly neighborhoods.
- 2) Terri Battuello: From the beginning we talked about approaching this from the standpoint “If it’s not broke, don’t fix it.” I don’t think having a low barrier to being on the city council is a good thing. The 3 women on the council are good examples that there isn’t currently a problem. I come from a city of 9 districts and found that it was very political, difficult to get people to make decisions. While I agree with the values stated by the people who have brought districting forward, I think that we should cultivate the pool of candidates but keep it at-large. We are advisors and we need to keep in mind that we do not make the call as to whether or not it is on the ballot, that is the council and mayor’s decision.
  - 3) Mark Nesse: I’ve lived in North Everett for many years and have yet to see the south being overlooked. We have built schools and streets, other improvements there for years. I fear that districting will become very political and undo what’s working now.
  - 4) Walter White: I live in South Everett and originally Silver Lake was not part of the city of Everett. We got that area annexed into the city. After being annexed, we got much better services. I’ve never seen any issues being from South Everett. Things get taken care of by the city whenever things come up. I understand the intent of doing districts but I don’t see the need for it. I think the city should put more effort into determining what the growth plan is. I don’t like the idea that people will make decisions based on their neighborhood need versus the general city.
  - 5) Clair Olivers: It could be that the reason service is so good in south Everett is that you have one executive saying to serve everyone rather than different factions that have specific council members assigned from different areas.
  - 6) Jo Metzger-Levin: I’ve been on a lot of city and county boards and committees and we have tried very hard to get people from South Everett and of different diverse groups and we cannot get them to participate. We need to recruit these people to



serve on boards, etc., to get them to understand what the city government is all about before they run for council.

- 7) Erica Temple: Most of us came into this knowing that districting was an issue but I don't see that the South is disenfranchised...they have the votes to win if they had a candidate to support. I don't see the problem, but it may be that the voters should be given the opportunity to vote.
- 8) Michael Trujillo: I represent two neighborhoods in the south. I think it's real important that we accept the task to make a recommendation to the council that they need to think about and act on. I agree with Reid's suggestion. Make the recommendation and put it on the City Council.
- 9) Tom Norcott: I have lived in a number of states and cities and I've seen both systems. Some have worked and some haven't. I have lived in the city for 32 years and I don't feel like I've ever been under-represented or seen a compelling gap in government representation. I am concerned about silos with districting. I really appreciate all of the work that has been done around this. I'm not sure districting would encourage more voters to vote and I don't see a compelling problem.
- 10) Jim Langus: I don't believe going to the district system is the right answer for Everett. I don't believe we are in a situation with a problem and for all of the points Michael Swanson brought up think we should stay with the at-large system. Our elected officials really look at the city in its entirety.

Discussion took place as to whether they should vote now. What is the purpose of the public hearing? Is it to share our report or is it to get more input prior to our final recommendations?

Per Attorney Iles, in accordance with the resolution you are to take votes, listen to public input and it is your choice to revise decisions if desired. The committee should proceed to vote and keep making progress. Honor what is in the resolution so that final decisions can be made after the public input.

Shockey clarified that depending on the vote, the minority and majority reports would be developed. They would use Megan's and Michael's reports for those opinions.

The motion was made to recommend to the council that a system of districting be amended into the Charter section 2.1 be amended to create districts and a committee of people to create and review with district boundaries to move forward to the voters.



Vote: 3 yes, 11 no (not passed). Voting in favor: Dunn, Shockey, Trujillo. Voting against: Battuello, Koenig, Langus, Metzger-Levin, Nesse, Norcott, Olivers, Sievers, Swanson, Temple, White.

Chair Shockey asked the Committee Members to be prepared to respond to the schedule he issued.

**4. Public comments**

Deb Williams, P.O. box 12893 South Everett, thanked them for their work and stated that it has been an interesting, thoughtful discussion.

**5. Date and topics for next meeting 4/07/2016**

Tom Norcott and Megan Dunn will not be in attendance next week.

*Note: Meeting on April 21 will be in the 10th floor, Mayor's Conference Room*

**The meeting was adjourned at 6:28 p.m.**



4:30 p.m.

2930 Wetmore Avenue, 10th floor, Mayor's Conference Room

1. Call meeting to order
2. Approval of April 14th meeting minutes
3. Comments from the public
4. Review of proposed schedule
5. Review of proposed report format
  - Process for Majority/Minority Reports
6. Return to master list of items to discuss/vote on those remaining
7. Adjourn

*Note: Meeting on April 28 will be in the 5<sup>th</sup> floor, Human Resources Training Room*



A Charter Review Committee Meeting of the City of Everett was held on April 21, 2016 in the 5<sup>th</sup> floor Human Resources Training room of the Wall Street Building located at 2930 Wetmore Ave. The meeting was called to order at 4:32 p.m. and was presided over by Committee Chair Reid Shockey.

**Attendees:**

<b>Committee Members</b>	Christopher Adams Terrie Battuello Jim Langus Jo Metzger-Levin Clair Olivers	Reid Shockey Angie Sievers Michael Swanson Michael Trujillo Walter White Mark Nesse
<b>Excused Members</b>	Megan Dunn Dave Koenig	Tom Norcott Erica Temple
<b>Guests</b>	Thom Graafstra	
<b>City Staff</b>	Liaison : Bob Bolerjack City Attorney: Jim Iles	Admin: Lisa Harrison

**1. Call to order**

**2. Approval of Minutes**

The April 14<sup>th</sup> meeting minutes were approved unanimously. One comment mistakenly attributed to Clair Olivers will be corrected and attributed to Jim Langus.

**3. Comments from the public**

Jackie Minchew, Lowell neighborhood: “I’m sorry that I missed last week’s vote on districting. That and the question of climate change are the two issues I bring to the committee which is also not going to be considered. I urge you to consider that the city began to hear about this issue way back and these are urgent issues that are not going to wait around. Where we are now in greenhouse gas and emissions is going to affect us 50-100 years down the road.”

- It was noted by Committee member Adams that City Councilmember Paul Roberts had spoken to the Planning Commission and climate change was incorporated into the comprehensive planning process. Mr. Minchew expressed doubt that this effort will reach beyond Everett, which he said is imperative.



- Mr. Minchew was asked by Committee member Trujillo if he could come up with some recommended language to submit to the Committee to amend the Charter, and he agreed to do so.

#### 4. Review of proposed schedule

Shockey stated that the intended schedule has been shared and asked for feedback on that and the draft report format. Proposed schedule:

- Aim for a May 12<sup>th</sup> public hearing on draft report. This will allow the committee to get through topics and take votes over the next three weeks.
- After May 12<sup>th</sup> the Committee members can revisit any previous votes using the procedure to bring issues back to the table. At that point they should be able to finalize the report on either the 19<sup>th</sup> or the 26<sup>th</sup> of May.
- Bob Bolerjack has looked into the timing for notifications for advertising the hearing and this works well for that.
- Motion was made and passed unanimously to accept the new timeline.

#### 5. Review of proposed report format

Shockey reported that Tim Benedict from the City Attorney's Office took the report format from 2006 and used the 2016 minutes to reflect what has been voted on so far and added the ballot format to aid the City Council's understanding of what was being recommended. Several committee members commented that it was a nice, simple flow and format.

- **Process for Majority/Minority Reports**

Shockey explained that minority reports should consist of a paragraph as to why a Committee member supported or didn't support a particular issue, as individual members may have different reasons for voting in the minority. For the majority votes he suggested that they get a common narrative (a couple of volunteers). Shockey asked for comments from the Committee.

One committee member suggested that supporting material should go in an appendix, along with reports and minutes. Each charter change has a statement for and a statement against, which should be fine. Keep it simple.

Attorney Graafstra explained that the City Council drafts the ballot measure and a statement that supports it. For the purposes of the voter's pamphlet there is a statement for and a statement against. Shockey agreed that the report contains a set of



recommendations to the Council, and that it should be clear that it does not contain the proposed language for a ballot proposition.

- A question was asked and reminder was given that the gender references have already been voted on in 2006, and thus do not need to be on the ballot. Gender references will be removed or made neutral.
- Shockey directed Committee members to the master list of items to be discussed.
- Bolerjack spoke to Committee member Dunn's request that information be distributed regarding the NAACP request for information from the City of Everett sent in March regarding diversity in employment and other areas. The letter and a package of documents with city's responses were distributed to Committee members. Bolerjack said that the Mayor met with Dr. Janice Greene, President of the NAACP's Snohomish County branch, and had a discussion about this. The NAACP indicated that it will be requesting updated data from the City.
- One Committee member noted that the Committee did approve and will recommend to the Council that boards and commissions be more diverse.
- Request was made to memorialize the discussion about the Committee's process for approving and revisiting proposals, as there had been no vote to adopt it. One Committee member asked that the minutes for this meeting document the process based on Attorney Thom Graafstra's comments, which Graafstra submitted as follows:
  - If Robert's Rules of Order apply, there are different motions with different standards for matters where there has been a substantive motion already and a matter merely tabled.
  - For decided substantive motions, the proper motion to reconsider is a "motion to reconsider" and it must be made by a party who was on the prevailing (majority) side when the prior motion was called. The second can be by any committee member. Reconsideration then can occur by a majority vote. This then returns you to the substantive motion where anyone can move, anyone can second but under the Resolution for a charter amendment to proceed there must be 10 affirmative votes.
  - For tabled matters, the proper motion is a motion to "take from the table and return for discussion." Any member can make this motion and any member can second. A majority vote is required, and if passed, the matter returns to being a discussion item.



- If there is a prevailing vote and someone wants to bring it up again, it would require a motion by someone under the majority to revisit the issue and a motion would have to be made and voted on.
- Motion was made and seconded to accept the rules stated. Vote 11 yes: 0 No.

#### **6. Return to master list of items to discuss/vote on those remaining**

Suggestion was made to add a date column to table of topics voted on to make it easier to find a particular topic in the minutes. It was also suggested that a comments column be added for context.

- 1) Section 15.1: One Committee member recalled that this was withdrawn by Erica Temple after further discussion. Need to confirm with Committee Member Temple prior to editing. If she agrees they will leave it at no motion. (This was done; Temple was contacted and agreed she had withdrawn her idea.)
- 2) Section 5.2: Swanson said it should be categorized as “dismissed,” as the motion did not get a second.
- 3) Section 2.8 d can be dismissed as well since it has been addressed in a new Section 15.10
- 4) Section 4.0 Police Chief and Fire Chief required to live in the city limits? Other than elected officials there are no requirements for residency, other than the Chief Administrative Assistant, for whom there is somewhat vague language.
  - Graafstra stated that there are a limited amount of positions that you could require residency for city employees without a legal problem. It’s a matter of collective bargaining for the vast majority of the employees. Those under Civil Service rules cannot be required to live in the City.
    - You could require residency of senior appointed officials (i.e. department heads). There is a small group of at-will appointed employees not under collective bargaining for whom the Charter could require City residency.
    - Discussion took place as to whether a motion on this was needed. No motion was made.
- 5) Section 4.4: Positions are mentioned as a group, not individually therefore not an issue. Withdrawn.
- 6) Section 14.2: Moved and seconded to put on the table for discussion Vote: 9 yes, 2 no to bring it back for discussion.



- Committee Member Olivers explained that while the payment in lieu of taxes (PILOT) rate has remained at 6%, the issue comes up frequently in budget discussions and when there are challenges with other areas of the budget and money is needed, it could be raised substantially with little public notice. He said he believes that it should be capped at the state tax rate for utilities except as voted on by citizens. There are other cities that have raised it to double digits.
- Question was asked as to whether there are cities that have this in their charter. This is unknown.
- One comment was made that there are enough watchdogs and political fallbacks that would keep City Council from increasing the PILOT. There would be an immediate reaction and the community would hear about it. Committee member Adams suggested removing it from consideration in the Charter but recommend this to the city council to bring it to their attention.
- Olivers stated that the most important thing coming out of this discussion is increased transparency but there is a way to involve the citizens if we put it in the Charter.
- Motion was made to add the language drafted by Clair and seconded at the end of 14.2.
  - ✓ Vote: 4 yes: 6 opposed (defeated). Shockey stated that the motion was defeated but there will be opportunity to bring it back up after the public hearing.

Committee member Adams had to leave the meeting at 5:40 pm.

7) Section 15.9: Update archaic language in the Charter. Motion was made and seconded to put on ballot.

✓ Vote: 10 yes, 0 no (unanimous).

Shockey pointed out that the committee is done until May 12<sup>th</sup>. That meeting will include the second required public hearing.

Concern was expressed that votes have been taken when there is not a full committee present. It was noted that motions for reconsideration of such votes can be made by a member of the prevailing side. Such a motion can also be made by a member who was not present for the prior vote.



Regarding the report, need to clarify who will be drafting the report. Keep in mind the open meetings act. Can only have one way communication and cannot have a group discussion.

**The meeting was adjourned at 5:55 p.m.**



4:30 p.m.

2930 Wetmore Avenue, 5th floor, Human Resources Training Room

1. Call meeting to order
2. Approval of April 21st meeting minutes
3. Public hearing – Hearing will close no earlier than 6 p.m.
4. Committee discussion – No votes to be taken
5. Adjourn

*Note: Meeting on May 19 will be in the 5<sup>th</sup> floor Human Resources Training Room*



A Charter Review Committee Meeting of the City of Everett was held on May 12, 2016 in the 5<sup>th</sup> floor Human Resources Training room of the Wall Street Building located at 2930 Wetmore Ave. The meeting was called to order at 4:30 p.m. and was presided over by Committee Chair Reid Shockey.

**Attendees:**

<b>Committee Members</b>	Christopher Adams	Clair Olivers
	Terrie Battuello	Reid Shockey
	Megan Dunn	Angie Sievers
	Dave Koenig	Michael Swanson
	Jim Langus	Erica Temple
	Jo Metzger-Levin	Michael Trujillo
	Tom Norcott	Walter White
 <b>Excused Members</b>	 Mark Nesse	
 <b>Guests</b>	 Thom Graafstra, Attorney	
<b>City Staff</b>	Liaison : Bob Bolerjack	Admin: Lisa Harrison
	City Attorney: Jim Iles	

**1. Call to order**

Committee Chair Reid Shockey welcomed public hearing attendees, introduced himself and asked the committee members to introduce themselves to the audience.

Shockey recognized Chris Adams for his recent award as the 2016 recipient of the Emerging Leaders Award for Snohomish County.

**2. Approval of Minutes**

The April 21st meeting minutes were approved by majority. Vote: 14 yes, 1 abstain.

**3. Public hearing**

Shockey explained the agenda for the audience. He mentioned that the Charter Review Committee has been meeting since February to make recommendations to the City Council, which will decide the items that will move forward to the November general-election ballot.

- Shockey stated that tonight is the night for the Committee’s second required public hearing before making final recommendations to the Council. Citizens were asked to keep their comments to 3-5 minutes each.



- This hearing will run at least until 6:00, then the hearing will be concluded and the committee will have discussion after that. (Shockey has to leave at 6:00 pm.)
  - There will be no votes taken by the Committee tonight, but that will take place in the next two weeks. Any member can bring up new items for the Committee to consider.
    - They can also revisit issues already voted on if a Committee member who voted on the prevailing side of an issue makes a motion and it is seconded.
  - Those interested in speaking were asked to fill out a speaker sheet and give their testimony at the podium.
- 1) M.J. Donovan-Creamer spoke in reference to Claire Olivers’ recommendation to put a cap on “payment in lieu of tax” rates for city-owned utilities. She said she concurs with Olivers on this issue and asked that the Committee consider it.
  - 2) Carol Jensen, 2522 Rucker Avenue: Here supporting a mixture of at-large and districted council members. She read the minutes and did not feel that the Committee gave this issue the serious attention that it deserves. She said she believes districting would ensure a diversity of voices at the table. Our city will be stronger when more people have a stake. It would send a message that all voices are wanted and needed in our political system.
  - 3) Ron Young, 2522 Rucker Avenue: He said he thinks our country today has a big challenge to find more diversity in inclusion of others. The problem has been exacerbated by efforts to limit ability for low-income and ethnic populations to vote. He said he thinks that having a district system along with at-large positions makes it more likely that people will feel included without people focusing on just their district. He noted that one County Council member and three state legislators have expressed the desire for districting and feel like those opinions should be made public. He said he hopes this Committee will take this issue to the City Council and to the voters so that there can be more discussion with the public.
  - 4) Shelley Weyer, 1501 Rucker Avenue: Her comments concerning the districting issue as well. As she wrote to the Committee earlier this year, she said she believes it is time for districting to be used in Everett. More individuals would have a better opportunity and would choose to run for City Council with districts. It would provide a representative for each of the five areas (in a five-district, two at-large format). Three of the current Council members are in her neighborhood. We should have a council that represents all corners of the city.



- 5) Tina Hokanson, 325 South Cabot Road: She said she supports the idea of council districts. Everett is one of the largest cities in the county and we have an expanding population and increased diversity. Although she appreciates the representation that we have had, she said she thinks the idea of running for office if you are in South Everett is kind of overwhelming because you have to have a large network that includes political and financial support that you might not have. If we have smaller districts candidates could get support from their neighbors and have a better support system. All of the areas have different issues that they are dealing with every day.
- 6) Jackie Minchew, 5607 South 2<sup>nd</sup> Avenue: He commended Committee members on the work they have done so far. He said he doesn't believe in the north and south borders – that Everett should be thought of as having North, Central and South sections. He said he ran for City Council five times and learned it takes being part of a personal and professional network, which he said he hasn't been able to crack. He said he favors Council districts. If you want representation for those who are not currently represented, you've got to get them involved.
- 7) Mary Rollins, 1626 46<sup>th</sup> Street SE: She said she appreciates the Committee's hard work. As a new resident (four years), she said she sees a disparity between people in government and those they represent. It's one city, but it's not. She said she agrees with Jackie Minchew regarding there being a central district. People in some neighborhoods are embarrassed to see where they are from when they should have pride instilled in where they live.
- 8) Sal Casturita: 3905 Grand Avenue: He said he comes to the Committee as a concerned citizen about districting, and asked that the Committee reconsider the districting issue. He said he has been in this town most of his life and has seen it change over this time, but only in certain spots. We need to engage all of the people—teachers, Boeing employees, younger people, etc. He said he hopes that a little civic involvement will help us take our place and be proud of the city.
- 9) Brenda Bolanos-Ivory: 2129 Rucker Avenue: She said she's a new resident, having moved from California last month. She joined the local League of Women Voters. The League does not take a position on districting because they need months to investigate. She said she thinks that we need to allow all to have a voice and be represented and there is considerable interest by the League of Women Voters to do more research to see if districting is a solution. She asked the Committee to leave this issue open.



- 10) Dave Ramstad: 1301 Pinkerton Avenue: He said he supports districting as the most logical and reasonable thing to do so that every voice is heard and they aren't right now. He has lived in Everett from the Snohomish River mouth to Silver Lake and it's the most beautiful area of the world. He said he thinks all of those areas need to have a voice in our City's leadership.
- 11) J.T. Dray, 902 Wetmore Avenue: He said he was at the Committee's first meeting and had a proposal to add an Everett Transit advisory committee to the Charter, but it didn't meet legal requirements since it was in conflict with state law. He wrote a new proposal and requested that the Committee consider the possibility of recommending the creation of a committee on Transit. Right now only 15 minutes of the ongoing Transportation Advisory Committee meetings are devoted to Transit. Everett Transit seems to be purposely opaque. There are metro area developments underway right now and there are more and more apartment tenants who do not own nor want to own cars and will be more dependent on public transportation. He proposed adding in Section 5 an advisory committee to advise the mayor and council on issues related to Everett Transit.
- 12) Charlene Rawson: 3011 Nassau Street: She commented on the districting issue. She said she wanted to point out how many North Everett residents are here in support of districting even though they are the most represented. Voter apathy is appalling in the south. None of the current Council members have been door-belling these areas to help them feel involved. The passion for this is huge and we have hundreds of citizens volunteering to help make this happen. You have to actually live in the middle of what these people are going through every day to really be able to deal with these issues.

A break was taken after all public comments had been heard at approximately 5:15 p.m. The meeting was reconvened at 5:26.

Shockey asked for feedback from the Committee Members regarding the format of the report. He stated that all of the public comments that were given tonight will be summarized and included in the final report. One asked if this was duplicative given that it is covered in the minutes. Tonight's testimonies will be covered in the minutes. One commented that the meetings are also being video recorded and available for a long time after the committee has been dismissed.

- Recommendation was given to have a table of contents in the front for easier reference.



- Committee Member Swanson asked if it was allowed to have the ballot language in the report. It was clarified by attorney Thom Graafstra that this was OK as long as it is labeled as a Committee recommendation.
- Terri Battuello said she would be in favor to take out any language referring to the ballot. What the Committee is here to do is to evaluate the Charter, not give them the way to do it. Otherwise it's confusing as to what this Committee's job is.
- Tom Norcott said he thinks it makes it clearer to have proposed ballot language that summarizes the Committee's recommendations.
- Michael Trujillo said he thinks it's the Committee's job to recommend what members think the Council should take to the people for a vote.
- Shockey asked for a vote on whether to include the ballot-language section in the report. Will vote on the two alternatives next week: 1) eliminate the language about ballots or 2) keep it as is.
- Norcott thanked the citizens in the audience for attending and expressing their opinions. It shows how much they care about the city.
- Clair Olivers asked that documentation on the discussion of the "payment in lieu of taxes" changes recommended be added to the table in the report for documentation.
- Shockey asked members to provide provide comments for Part C if they wish and wanted to know if all of the comments should be grouped into one section.
- Vice Chair Dunn said she supports the opportunity to add a succinct comment with her opinion. It appears that there will be only three issues that will require this documentation.
- Committee members agreed that all comments should be sent to Bob Bolerjack by close of business the Monday after the final meeting. Shockey asked that they keep it short, and keep each section separate.

Regarding next week: Vice Chair Dunn asked that they be prepared to succinctly bring up anything they want to bring back up for discussion. Per attorney Graafstra: if there was no substantive vote and an issue was tabled, then anyone can move to bring it up. If reconsidering a vote, the motion has to be brought up by 1) someone on the prevailing side or 2) somebody



who was not present. This is based on Robert’s Rules of Order, which has not been officially adopted. There have to be 10 affirmative votes for an item to be passed.

Motion made and seconded to close the public meeting. Vote: 14-0.

**The meeting was adjourned at 6:09 p.m.**



4:30 p.m.

2930 Wetmore Avenue, 5th floor, Human Resources Training Room

1. Call meeting to order
2. Approval of May 12th meeting minutes
3. Committee discussion
  - a) Finalize report format questions, including whether to include sample ballot language
  - b) New issues to discuss
  - c) Votes to revisit
4. Finalizing Report
5. Adjourn

*Note: Meeting on May 26<sup>th</sup> will be in the 5<sup>th</sup> floor Human Resources Training Room*



A Charter Review Committee Meeting of the City of Everett was held on May 19, 2016 in the 5<sup>th</sup> floor Human Resources training room of the Wall Street Building located at 2930 Wetmore Ave. The meeting was called to order at 4:32 p.m. and was presided over by Committee Chair Reid Shockey.

**Attendees:**

**Committee Members**

Christopher Adams  
Terrie Battuello  
Megan Dunn  
Dave Koenig  
Jim Langus  
Jo Metzger-Levin  
Tom Norcott

Clair Olivers  
Reid Shockey  
Angie Sievers  
Michael Swanson  
Erica Temple  
Michael Trujillo  
Walter White

**Excused Members**

Mark Nesse

**Guests**

Tom Hingson, Everett Transit

**City Staff**

Liaison: Bob Bolerjack  
City Attorney: Jim Iles

Admin: Lisa Harrison

**1. Call to order**

**2. Approval of Minutes**

The May 12th meeting minutes were approved unanimously (14-0)

Chair Shockey reviewed the agenda for the meeting:

- Review the report format
- Discuss two new issues:
  - Section 1.5 Intergovernmental affairs. The original version was voted on and was not passed. However, there is a new version prepared by city staff and Clair Olivers that attempts to offer clarity to this potentially confusing section.
  - Mr. J.T. Dray has submitted a recommendation for a Transit Advisory Committee to be added to the Charter. Tom Hingson from Everett Transit is present to answer questions.
- The Committee will go through the process of reviewing any issues that members want to bring back up for discussion.
- Then go to work finalizing the report.



### 3. Committee discussion

#### a) Report format

Chair Shockey reviewed the outline for the report. Part A, Recommended Charter Changes; Part B, All Changes Considered by the Committee; Part C, Comments from Individual Committee Members; and Part D, everything else (Appendix). Shockey asked whether Committee members wanted to leave in recommended ballot language or delete it.

- Committee member Koenig stated, “I like it. I think it clarifies what we are thinking about.”
- Committee member Norcott agreed: “I think it makes it easier to understand.”
- Committee member Langus stated “I concur with the language as an explanatory statement but I’m not in favor of telling the City what to say on the ballot.”
- Committee member Trujillo: “I think having the sample ballot language and the explanatory section are information we are providing to the City Council for their use.”
- Shockey suggested they remove the header, leaving an explanatory statement telling the council how the Committee arrived at its recommendations.
- Committee member Battuello stated, “The word ballot, proposition and the yes and no boxes makes it look like a ballot. It’s not our job to decide whether it goes to the ballot or not. We are limited to providing the Council and the Mayor as to our position. We also will not be the ones writing the ballot so I don’t think it’s fair to do this.”
- Shockey suggested that they state “Charter change, recommended ballot language and then explanatory statement. It would include a minority report unless there was a unanimous vote.”
- Motion was made and seconded to accept Shockey’s recommendation but removing the word “ballot” and the yes/no boxes:

✓ **Vote: 12 yes, 0 no, 2 abstain.**

#### b) New issues to discuss

- 1) The question of whether to add a Transit Advisory Committee to the Charter was discussed first because Tom Hingson (Transportation Director, City of Everett) was only available for a limited amount of time. J.T. Dray was asked if he had anything



else to add to his proposal. His comment was that Everett has not been transit friendly. He said he would like to give citizens a genuine opportunity to have their voices heard.

- Shockey asked Hingson to address the issue brought up by Dray – specifically whether the Charter should specify a board that advises Everett Transit.
- Hingson stated that he believes Everett Transit is transparent, deals with issues immediately and solicits citizen feedback prior to making changes. He is not opposed to adding another committee, but he believes that participation in the monthly Transportation Advisory Committee (TAC) meeting is successful in updating people. He clarified that there is no animosity between Everett Transit and Community Transit. They are partners and work together to solve issues.
- Hingson noted that TAC was a large committee with appointed citizen participation.
- Committee member Trujillo stated that he would like to understand what Dray is asking for that would be different than TAC.
- Committee member Olivers asked Hingson if he would you see any advantage to having a riders’ advisory committee to Transit, and if not, what are the disadvantages?
  - Hingson: I think we have a very large rider’s committee with today’s modern communication tool. They call or they email/comment on the website to give us their comments in real time.
- Committee member Battuello: What would prevent the council from creating this type of committee by ordinance? Per city attorney, nothing.
- Committee member Temple: Where are the voices of the riders being heard? We try to get them on the advisory board but don’t solicit them specifically.
- Committee member Metzger-Levin: Do we know if this has been on the table with City Council at all?
  - Dray: I asked to be a part of the ATPA assessment done on Transit and it was very cursory, never reported. I would stand by my report. I would dispute how well Transit is hearing us (the riders). Regarding whether or not this was brought up with the City Council, no it has not been brought up.



- Regarding who should be on the committee, he feels it should be riders, including paratransit riders, school representatives, nonprofit representatives and those living in new developments who will be relying on transit.

Shockey thanked Mr. Dray for his comments and the time he has put into this discussion.

- Committee member Metzger-Levin: If this is one of the top five issues that came up during the Council’s retreat, where are they on this issue now? Nobody had this answer.
- Committee member Norcott asked if the committee could make a recommendation to the council to establish a Transit Advisory Committee by ordinance.
- Committee member Battuello asked if some obstacle is getting in the way of full disclosure or if Everett Transit is like all other city departments. Per Isles, yes it is a department just like the others, but it receives substantial federal funding.
- Committee member Temple stated, “ I don’t see the need for us to put it into the Charter, but one thing we could do is include in our recommendations to the Council that they form an advisory board for Everett Transit.”
- Chair Shockey stated, “What I’m hearing is there may be issues with whether or not TAC is doing what it needs to do. I think we have to be very careful mandating any boards by Charter. I’m having a tough time understanding if we have a TAC why would we create a separate free-standing committee. Seems like duplication.”
- Committee member Battuello: “I don’t feel like I would recommend anything at this point. It’s beyond our scope to look at how it’s operating now.”
- Committee member Olivers: “I do agree that TAC is overwhelmed with everything else they address (roads, bike paths, development, etc.) focused on the dollars and they have limited amount of time to address ridership issues.”
- Committee member Koenig: Agreed that the focus is primarily on the 3-year plan and funding. Perhaps transit issues could be addressed in a separate committee.
- Committee member Langus offered that since Mr. Dray has had several discussions with the Council, that they have a better perspective on all of this than we do.



- Committee member Temple moved that a statement be included in Part B of the report that recommends the City Council consider the establishment of a Transit Advisory Committee made up of citizens interested in transit issues.

✓ **Vote: 10 yes, 4 no, motion is approved.**

- 2) New language from the legal department which addresses including tribes and reads much clearer. A motion was made and seconded to accept the new language.

Discussion took place as to whether this would be a meaningful change and would be at risk of being voted down, which would send the wrong message to tribes. With or without this change, the City has the same ability to contract and negotiate with these entities.

- Could this be addressed as a Scrivener’s error? Answer was no.
- Committee member Adams: “I struggle with whether or not this is a ballot issue.”
- Committee member Trujillo: “For me it is a matter of inclusiveness, recognizing groups that we do business with. It is still up to the Council to decide if it goes on the ballot, but we need to do what’s right.”
- Committee member Battuello: “I don’t know if we want a community discussion over something that’s not broken, that is a non-issue.”

✓ **Vote: 7 yes, 6 no, 1 abstain (not passed)**

- Committee member Dunn made a motion to create a Climate Action Committee in the Charter. Chair Shockey ruled the motion out of order because it has been voted on previously. Will need to bring up under reconsideration.

**c) Votes to reconsider**

- Committee member Dunn made a motion to reconsider previous vote on Section 5.2 (Advisory Boards) included in the Charter and amend the Charter to include a Climate Action Committee to create recommendations for a climate action plan for the City of Everett.
- Dunn read a statement: “The plan should include research and data gathering, be advisory to committees and the council on all issues that impact climate change and preparations to address climate change, including but not limited to the Planning Commission, Parks Board, Tree Committee, Emergency Response and Transportation. The Committee should propose outreach to all city residents and establish an understanding of the impacts of climate change on public health, emergency response, population vulnerability, and data gathering. The committee should have staff support from the Planning Department. Members of the committee should include relevant



stakeholders and residents representing a diverse collection of neighborhoods.”  
Seconded to bring it back on the table.

✓ **Vote: 7 yes, 7 no (not passed). Will not be reconsidered.**

- Dunn then made a motion that the Committee recommend that the Council consider adding a citizens’ Climate Action Committee. Motion was seconded. Discussion took place as to whether this was included in the climate change element of the City’s recent Comprehensive Plan update. Dunn pointed out that this has to do with involving citizens, research and outreach rather than just the city staff. Per Shockey, this could be an implementation tool of the Comprehensive Plan.

✓ **Vote: 7 yes, 6 no, 1 abstention. Did not pass.**

- Council districting issue: Chair Shockey asked if anyone moves to reconsider this issue. There was no interest among those qualified to make the motion.
- 14.2: payment in lieu of tax move to reconsider (Dunn), seconded.

✓ **Vote: 7 yes, 7 no (not passed). Will not be reconsidered.**

#### 4. Finalizing report

- Committee member Temple: Table 3, 4.0 comments says change isn’t necessary. I recall that we were considering state law and we didn’t think we could make this change. Recommends removing the comment.
- Committee member Langus: Page 8, need to add comment to the recommended Charter change regarding Council meetings that the weather causes issues as well as the fact that there sometimes is no need to meet. He recommended striking the first paragraph of the explanatory statement, and adding the factors of weather and reasons to meet. Add as second sentence: “at times weather, limited business or holidays make a meeting unnecessary.”
- Committee member Dunn would like to specify that Mark Nesse was appointed by the Mayor with consent of the Councilmember who had chosen the member Nesse replaced. The Committee decided to leave as is.
- Committee members decided the statement regarding “if it ain’t broke, don’t fix it” on Page 4 should be removed from introduction.
- Motion made to accept changes as outlines, seconded.  
✓ **Vote: 14 yes, 0 no (unanimous).**
- Motion made and seconded to accept the report without reviewing the final.  
✓ **Vote: 12 yes, 2 no (passed).**



All comments from individual Committee members to be included in the report are due by close of business Wednesday. Trujillo put it on the record thanking Reid Shockey for being a great Chair. Applause.

**5. The meeting was adjourned at 6:35 p.m.**



May 10, 2016

Comments Received Electronically  
2016 Charter Review Committee

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**Shelley Weyer, February 23      Sec. 2.1.**

I believe it is time to create districts for the election of city council members. It is my opinion that more individuals have a better opportunity to run for city council with a smaller area in which to seek voter support. The cost to run for office would be within reason. Two positions should be "at large" positions with five districts divided based on population. Many cities in Washington have recently moved to this model. Everett is a large community that should have elected officials from all corners of the city and from various walks of life. I believe 5 or 6 out of our 7 city council folk live north of 41st Street which does not give an accurate representation of our city.

**Stephan Hagberg, March 11      Sec. 2.1**

I would like to lend my support firmly behind changing 5 council member elections from 'at large' to district elections. Further, I support the proposed map Charter Review Member Megan Dunn has been associated with. This isn't a reflection on the lack of availability/response by current council members, but a look forward to having a bit more direct representation from the various communities. Having district elections for 5 members would instill a more focused 'ownership' or 'stewardship' by the elected member, in my opinion. Thank you and I strongly hope that the Committee enacts this change. (Westmont/Casino Rd)

**Greg Campbell, March 15      No section noted**

I would like to see something in the charter that would mitigate the problem of drug houses in Everett. There must be some of short term relief from these places to at least make the area safe until authorities that deal with that sort of thing, can go to work on it. From the time a drug house is discovered to when it is "busted" can be well over a year in some instances. These are allowed to stay in operation even when it is obvious that drug sales go on. There are a few things that must be ironed out to alleviate this , perhaps some local ordinances or law need review.



May 10, 2016

Comments Received Electronically  
2016 Charter Review Committee

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**Ron Young, April 12 – attachment provided in earlier update**

I am writing to contribute a comment to the Commission that meets this Thursday, and I understand will be voting on a proposal to change from "at-large-voting" to "voting by districts."

As a result of an Op-Ed article I contributed to the Everett Herald, I recently learned that we face a problem in Everett, i.e., at-large voting for City Council members has led to a situation where 5 of 7 members of the Council live North of 41st Street, and minority and low-income families, a majority of whom live in South Everett, are seriously under represented. A voting by districts system could help our city become more democratically inclusive. I understand the Commission is considering a proposal on Thursday to make this change.

I assume members of the Commission are familiar with the benefits of changing from at-large voting to voting by districts in Yakima where, despite Latinos representing 40% of the population, no Latino had ever been elected as a member of the City Council. Now, as a result of an ACLU lawsuit and change to voting by districts, three Latina women are members of the City Council, and, going forward, the large Latino community is assured of fairer representation in government.

I know you also are aware and, like me probably saddened, that opposition to the Washington Voting Rights Act once again blocked it from becoming law. The law is carefully crafted to help local communities change voting practices to make them more inclusive and to save taxpayers costly litigation. (See my attached Op-Ed.)

If, or when, the Voting Rights Act becomes law, I assume our city and other cities and towns in Washington will be under additional pressure, including possible lawsuits, to change voting systems to make them more democratically inclusive. My hope is that at your meeting on Thursday you will make a decision to change to a voting-by-districts system to help Everett move in this direction and set an example for other cities and towns in our state.

**Bob Mayer, May 9**

**Article II Sec 2.1**

I oppose the proposal for district based voting. It takes away the right of citizens to vote for all except the council member from their district. It limits selection and quality of candidates. It leads to fragmentation of our city by encouraging council members to prioritize the desires of their neighborhood over needs of the city. It adds to costs of ballots and election with no benefit. Everett has had a city council only since Dec 1968, 47 years not 150. For 44 continuous years, 3 people of color have served on council. Currently 3 of 7 members are women with Brenda S serving the longest since 2004. Encouraging diverse candidates, not districts, will bring council diversity.



May 10, 2016

Comments Received Electronically  
2016 Charter Review Committee

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Anonymous, May 11

No section noted

- 1) Council members should be elected by geographical boundaries with at-large positions 2) Commissions & committees- define a measure for what 'strive for' means in terms of diversity and qualifications

Julie Langabeer, May 12

Sec 2.1

Dist elections for Council

Bo Tunestam, May 12

Article II - Section 2.1

In order to achieve more balanced representation from all areas of the city, City Council members should be elected from districts of which they are resident members. Snohomish County's charter provides for that and contains the following appropriate language that could be used in Article II, Sec. 2.1 of the City charter as well. Snohomish County Charter, Article II: The Legislative Branch - Section 2.30 Composition The county council shall consist of five members nominated and elected from districts. Councilmembers shall be residents and registered voters of the district they represent at the time of filing for election to said office and at all times during their terms.

## **Proposals for Enhancements to the City of Everett Charter**

**Greg Lineberry**

**Public Hearing, March 3, 2016**

### **Residency Requirement**

There are many reasons why people that earn great incomes in the City of Everett opt to live outside the city. It is not likely that amendments to the city charter will solve the problems that creates. However, the charter can be amended to "set the example" and underscore that it is of critical importance to the city to improve per capita income and home ownership for our residents. We need to be a city where people work AND live.

This is a significant problem for the city with far reaching impacts. The City of Everett has the highest rate of rental housing of any city in the State of Washington. The city has the fourth lowest rate of per capita income. These two factors have a huge impact on daily life in the city. Our residents, overall, lack the discretionary spending power to support a vibrant business economy. In turn, our businesses do not have the ability to grow a workforce and provide opportunities for many of our young residents. That lack of opportunity for youth is a driving factor in the city's crime rate, which is disproportionately high. These factors combine to limit our incoming tax revenues and create a significant drain on existing revenues due to the high cost of maintaining the criminal justice system. As a result, we are limited in our ability to provide social services and make public improvements that would attract new businesses, development, and residents.

In contrast, though, our city is the center of numerous large businesses that provide family supporting wages and excellent benefits. These include Boeing, Providence Hospitals, Fluke, Snohomish County government, the Port of Everett, and the City of Everett. Unfortunately, while the employees at these businesses earn a very good wage working in the city, the vast majority of them live outside the city and spend most of their earned income where their homes are. That is a tremendous benefit to those other cities, but a tremendous disadvantage to the City of Everett.

Currently very few city employees live in the City, and this is true with appointive executive staff as well. Within the police department no executive appointee (chief, deputy chiefs (2), or police inspector) live in the City of Everett. And that has always been the case; over the last 25 years only one police chief had his primary residence in the city, and that was only for a brief period of time (Paul Pastor). This is true for many other department heads and city administrative staff as well: the city prosecutor, the chief administrative assistant, the fire chief, etc.

To take a step toward resolving this, to underscore the importance of city residence, and to lead by example, the City of Everett charter should be amended to require city residency for all city administration executive appointive staff, and for all executive appointive staff within each city department.

## **Districts for City Council**

As long as a city is small in both geography and population, and as long as the residents are somewhat homogeneous both socially and politically, one can assume that any resident from any location in the city can adequately represent all the others. At one time that was true in the City of Everett. That is certainly not the case any longer. While homelessness and transients are critical issues in the city's north end, the south end faces a much different set of problems, most notably a very high level of gang violence resulting in numerous gang shootings and injuries. Socially there is vast disparity in income levels between different areas of the city. Minority communities are often congregated, and many of those are in areas that are grossly underrepresented by elected officials.

Districting is a common and effective solution to address underrepresentation and it is time for the Everett Charter to be modified in such a way to assign a majority of council positions to elected districts. This is not a new idea. Snohomish County Council has long had districts for elected office, and that system has shown to be highly effective in making sure that people that would have been underrepresented have a voice in their governance.

There are many other benefits to districting beyond improving representation. Districting opens doors for people to run for office that might not otherwise have the financial wherewithal to mount a general campaign throughout the city. It also forces candidates to focus on geographic areas that are often otherwise ignored in at-large positions, which by nature focus on areas that have high voting participation and that are known to generate higher campaign funding.

For these reasons the City of Everett charter should be amended to define six districts in place of the current at-large system we now have.

## **Term Limits**

Running for office has become a very expensive venture. Incumbent office holders are at a great advantage by their ability to tap into "in-place" campaign structures and to carry contributions from one campaign to another. Incumbents are also subject to ever growing influence by interests that are committed to maintaining the status quo, even though the status quo may not be in the best interests of the community.

Public office was not intended to be, nor should it be, a profession. Instead it should be a community service that is limited in time. Term limits "level" the playing field, and they act as an inducement to manage city affairs with a sense of urgency because an elected official's goals must be achieved within the period of time the term limit covers.

Again, we do not need to look very far to see where term limits have been very effective. The vast majority of Snohomish County elected offices are subject to no more than twelve years in any one office. The City of Everett should likewise modify the charter to limit service to no more than three 4-year elected terms for city council, and no more than three 4-year elected terms for the mayor's office (but allowing an individual to serve up to 3 terms in council AND up to three terms in the mayor's office).

## **Charter Review, City Vision Commission Every 5 Years**

The city would be well served by having a citizens' commission set an overall, high level vision for the city every five years. While we are bound by comprehensive planning documents these are cumbersome and unwieldy and they fail to communicate a clear vision for what our citizens want our city to look like. Amending the role of the Charter Review Commission such that it meets every five years to evaluate not only the city charter, but also the overall vision for the city, may be a significant step towards creating a roadmap to our ultimate goal as a community.

The type of questions such a committee could look at and make recommendations on include:

- Is the city best served by developing the former waterfront mill site into a storage lot for shipping containers and creating a couple of dozen new jobs, or do we as a community envision a waterside center for business office space, residences, and an entertainment district that generates many hundreds of jobs and improves the tax base for the city?
- While we have developed many significant public service centers in the north end of town (library, senior center) are we lacking in similar services for our residents in the south end of the city?
- Are we best served by selling one of our golf courses for development, or do we envision re-purposing that to a central park with a community youth center, LaCrosse fields, and other improved recreational opportunities to attract residents?
- As a city surrounded by water on three sides, are we interested in creating new environmental standards such as banning plastic shopping bags and soda six pack holders? Do we envision using recycled water for parks and industrial purposes? Would a move toward electric vehicles for city operations and other environmental initiatives attract new business ventures that are concerned about environmental issues?

These are just some of the issues that could be examined by a Charter Review Commission with an expanded role. The city may further benefit from making positions on the Charter Review Commission an elected post with positions apportioned to council districts rather than the current method of assignment.

### **Conclusion**

Thank you for your time and consideration. I would be happy to meet further with the commission if there are any questions or areas that need additional clarification.



## Snohomish County

### County Council

**Brian Sullivan**

District 2

Everett, Mukilteo, Tulalip  
3000 Rockefeller, M/S 609  
Everett, WA 98201

April 13<sup>th</sup>, 2016

Everett Charter Review Committee  
2930 Wetmore Ave, Suite 10A  
Everett, WA 98102

Christopher Adams  
Clair Olivers  
Terrie Battuello  
Megan Dunn  
Reid Shockey  
Angie Sievers  
Dave Koenig  
Michael Swanson

Erica Temple  
Jo Metzger-Levin  
Michael Trujillo  
Tom Norcott  
Walter White  
Jim Langus  
Mark Nesse

Dear Committee Members:

RE: Districts for Everett City Council Elections

Thank you for your willingness to serve your community by volunteering for the Everett Charter Review Committee. We all celebrate Everett's history, livability, spectacular views, great schools and most of all the people we represent. We are fortunate to have elected officials who truly believe in our community and do their best work to make it better.

Everett has changed dramatically over the years with many new immigrants, minorities, veterans and young families. All are looking for the American Dream in this great community. Today, Everett is more diverse than ever:

- 18% percent of residents are foreign born
- 8% percent are veterans
- 25% percent speak foreign languages
- 30% percent of residents are minority
- 18% percent of residents are below the poverty line.<sup>1</sup>

It is time for the City Council to reflect the diversity of the people of Everett, and that is why we hope you will consider and approve committee member Megan Dunn's amendment to move the City to a district-based voting system. District based voting increases participation by voters, and lowers the barrier for entry to those wishing to run office by giving them a smaller base of voters to contact.

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<sup>1</sup> Data from U.S. Census Bureau

District elections would make grassroots campaigns more viable – each council member would campaign to represent approximately 20,000 people instead of over 100,000. This means that active and civically engaged citizens can run for office with people power and door to door communication. When the City of San Francisco adopted district-based voting in 2000, the average amount spent on a campaign decreased by over fifty percent. At a time when campaign spending seems to be on a never ending upward trajectory, this could go a long way in increasing voter participation and improving minority representation on the city council.

Once elected – Councilmembers would be more responsive to their neighbors by representing their own unique area of Everett. Conversely – neighborhood groups and areas that have unique needs will feel truly represented by having a councilmember who is “their councilmember”. This is a large change for Everett, but one that we believe is critical to moving Everett forward. Other jurisdictions have implemented this change with zero tax impact to voters. By retaining two at-large positions, as well as the Mayor – Everett is still guaranteed a strong city-wide and regional voice.

Thank you again for your service to Everett. We hope you will fully research and consider the benefits of a district-based system for electing councilmembers. We believe this will be an important step in making our government more reflective of the diversity and vibrancy of our city.

Regards,



Brian Sullivan  
Snohomish County Council



John McCoy  
Washington State Senate, District 38



Mike Sells  
Washington House of Representatives, District  
38



June Robinson  
Washington House of Representatives, District  
38

cc: Mayor Ray Stephanson  
Everett City Council  
Lee Brandt

Comments from citizen J.T. Dray

Under Article V, Section II of the Everett City Charter the following recommendation is made to the Charter Review Committee in substitution for the original recommendation presented on the first day the Committee convened its proceedings.

Whereas Everett Transit has served the residents of Everett as a private company for more than a century, it only became a department of city government in the 1960s.

Whereas Everett Transit depends for its revenue on the fare box and a dedicated local sales tax, and on the sale of surplus equipment, it also depends on competitive federal and state grants; the competition for these grants typically involves larger transit agencies whose service area extends beyond the city boundaries of a single municipality; these competing transit agencies, virtually without exception, enjoy the benefit and support of some form of board.

Whereas its finances are entirely separate from those of the City of Everett, ET is dependent on a thriving economy in the same way that the city is, and although separate, Everett

Transit also is dependent on the leadership of the larger city government and the approval of the city council when a rate hike (or tax increase) is required.

Given the generally impoverished demographic of the city, much of ET's ridership is understandably on the lower rung of an already low ladder.

And whereas the municipal transit system of Everett is not adequately funded and its riders are poor, there is hope that the rapidly arriving disruptive force of technology is descending on the the mass transit industry [think Uber and driverless cars as illustrations of the sort of progress underway.]

Whereas the City of Everett has responded to the challenges of the great recession as well as the new economic climate viz a vis the recent tax breaks awarded to area manufacturing firms [mayor's "new normal"] by A) generating new revenue and B) cutting *costs*, Everett Transit has not raised fares nor sought an increase in dedicated sales tax revenue, this approach is in marked contrast to virtually all similar agencies, particularly Community Transit which has a service area immediately outside the city's borders.

Everett Transit, though it is a department of city government, appears not to be the beneficiary of much in the way of administrative guidance, and consequently its two principal managers operate the bus and para-transit system as their own private fiefdom. "If we have more money, you'll get more service" is the mantra one hears. A proposal to raise the fare in the wake of the new normal was abandoned without explanation in favor of stark cuts in service.

Effectuated riders, in one instance where the focus of the cutting was clear, were able to band together and resist the elimination of their service provided to much of the north-end of town from Everett Station after 5:30pm. Riders weren't aware that Community Transit would soon be answering the phone when they called Everett Transit and this is the current situation at the city's own municipal transit system.

Whereas this *{feast or famine'}* business model discourages likely potential riders who find the undulating levels of service too undependable to rely *on*, it also negatively impacts those car-less residents who depend on Everett Transit as their only means of transportation in the city. Indeed many spend long hours commuting to their places of employment on the bus and are required to travel very early in the morning and late into the evening to reach distant employers.

Whereas the King county has adopted a program named Lift to address the needs of low-income riders and whereas Community Transit is exploring the adoption of the same program, Everett Transit has chosen to keep fares abnormally low (\$1) and to gnaw away at service and infrastructure. When service is restricted, it is typically neighborhood service which is the first to be eliminated....another hardship for those without vehicles to rely on for the trip to Everett Station and a transfer to CT.

Indeed, this fact very issue throws into question the reason for the existence of a small, badly funded municipal transit system when the most it accomplishes the same mission as Community Transit, which is to say corridor travel. Further new social developments make car ownership and operation less desirable for future generations than it has been in the past.

And whereas the city administration expends enormous effort to convince taxpayers of the region to tax themselves almost \$5 billion to bring light rail to the city, city leadership demonstrates virtually no interest in attending to the future prospects of Everett Transit and indeed suggests it is more of an annoyance than anything else. And whereas, the City Council NEVER heard its liaison to the TAC committee EVER make mention of Everett Transit, until recently when a new

Council liaison was chosen, Council approval is required for raising the fare. [Untill recently was the same person who is the Vice-Chair of Sound Transit served as the Council liaison to the TAC committee.

And whereas the local newspaper seems to have abandoned any interest in mass transit at the local level, Everett Transit is effectively allowed to operate behind a screen of opaqueness which even interested riders find difficult to penetrate.

are on the horizon and could be adapted to suit the city's self-imposed mandate(?) to maintain para-transit and a municipal bus service ("a smaller system by national comparison"--APTA) which could provide neighborhood service to city residents at an acceptable cost. (See <http://www.bridj.com/connect> as a suggestion of what is just appearing on the market.)

The Herald headline on Monday May 6 told us "(Group eyes transit area redevelopment." This transit redevelopment is advanced under the banner of transit oriented development. Such development assumes greatly that residents will live in apartments and be able to easily commute to their place of employment. Something beyond commuter service will be required to transport this increased population to great city parks and the new amenities planned around town at the riverfront and the Port development.

Whereas the adoption of any new technology will be difficult, especially given the sustained inattention provided for ET it is not impossible and it is better if it is attended to now. As the final report of the American Transportation Association which was commissioned to do a very limited peer review in December of 2014 suggested: "It was not apparent to the panel that there is a long term City vision for the future direction of Everett Transit that staff could identify with."

Therefore, the Charter Review Committee is respectfully requested to propose amending the city's Charter Section 5 to include, among the city's twenty some advisory groups, a Committee on Everett Transit that might assist "the mayor or council in the performance of their duties."

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## CITY ATTORNEY'S OFFICE MEMORANDUM

Charter Review Committee Question re: Civil Service  
March 8, 2016

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The purpose of this memorandum is to provide information about Charter Article VIII, Civil Service, in response to Committee questions regarding the basis for the Civil Service Commission's presence in the Charter.

### State Law

The purpose of civil service is to curb political favoritism in hiring practices and remove the pressures public employees felt from partisan politics. Civil service is intended to ensure that public employees are recruited through open competition, hired and promoted on the basis of merit, and disciplined (i.e., demoted, suspended, removed, or discharged) only for cause. State law mandates civil service for police and fire. Everett, as with some other jurisdictions, has opted to expand its civil service system to include all its employees, except for appointive employees, Library and Municipal Court employees, and seasonal/day laborers.

Civil Service for police and fire is controlled by Chapters 41.08 (fire) 41.12 RCW (police), and is required since Everett employs firefighters and at least three full-time police officers.. Those two chapters provide a "prototype" civil service code, which require the creation of a Civil Service Commission. However, cities are not required to strictly adhere to those two chapters. Both RCW chapters contain a provision that states that "the provisions of this chapter shall have no application to cities and towns which . . . provide for civil service . . . by local charter or other regulations [when the] local charter or regulations substantially accomplish the purpose of this chapter." (RCW 41.12.010; 41.08.010.) By the use of this language, the legislature intended that cities retain flexibility and discretion over their civil service systems.

### Everett's Approach

Everett's civil service system is contained in charter (Article VIII) and ordinance (Chapter 2.68 EMC). The charter provides for three Civil Service Commissioners, each serving a six-year term. Like many cities, Everett chose flexibility and does not necessarily strictly adhere to Chapters 41.08 and 41.12 RCW. Instead, Everett's charter and ordinance establish a civil service structure that "substantially accomplishes" the purpose of those RCW chapters. The City Charter expressly states this: "The commission shall have such rights, powers and duties as to enable the city, through such commission, to substantially accomplish the purpose of Chapters 41.08 and 41.12 of the Revised Code of Washington." (Charter Section 8.3(d).) This statement is repeated in the City's Civil Service ordinance. (EMC 2.68.020(B).) It should be noted the 2006 Charter Review Committee spent time reviewing the civil service Charter provisions, ultimately resulting in some changes to Article VIII of the Charter.

### Charter Questions

1. Can the Civil Service Commission be treated like advisory boards and commissions under Charter Article V?

The boards and commissions regulated under Charter Article V are advisory only, and are limited to assisting the mayor and council in the performance of their duties. Under State law, the actions of the Civil Service Commission are final actions, appealable to court. The Civil Service

Commission is not advisory and treating it as such would not substantially comply with the RCW.

2. Can the contents of Charter Article VIII be moved to the City's Civil Service ordinance?

This question arises because the statute states that the City may use "local charter or other regulations" to substantially accomplish the purpose of the "prototype" RCW, which implies that the charter could be silent regarding Civil Service, with the entirety of the Civil Service contained in ordinance. However, this would be a very significant modification because it would make the entire Civil Service system subject to City Council change. Like some other cities, some aspects of the Civil Service system are in the charter (and not changeable by City Council), while other parts of the Civil Service system are in the ordinance (and changeable by City Council).

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## CITY ATTORNEY'S OFFICE MEMORANDUM

Charter Review Committee Question re: Library Board  
March 8, 2016

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The purpose of this memorandum is to provide information about Charter Article VII, Library Board, in response to Committee questions.

### State Law

Libraries are governed by Chapter 27.12 RCW. This statute expressly states that it supersedes any city charter provision that conflicts with the statute. The statute contains two sections that describe library board appointment, election, and powers. (RCW 27.12.190, 200) Critical to note is that statute makes the library board not advisory, but instead is responsible for many aspects of the library, including for example "exclusive control of the finances of the library," "power to lease or purchase land for library buildings," and "purchase books, periodicals, maps, and supplies for the library." (RCW 27.12.190)

### Everett Approach

Under Chapter 27.12 RCW, the Library can function in many respects independently of the City. However, the Everett Library is in some ways integrated in the City government, so that Library does not have to pay for separate accounting, audit, legal, facilities, contracting, and other services.

### Charter Revision Questions

One question is whether the Library Board could be treated like advisory boards and commissions under Charter Article V. Since State law describes the Library Board as a decision-making body and not advisory, it would be inconsistent with State law to treat the Library Board as advisory under Charter Article 5.

Another question is whether some of the contents of Charter Article VII relating to the Library could be deleted as duplicative with Chapter 27.12 RCW. It is true that a few parts of Charter Article VII can be read as duplicative of the statute. However, keeping in mind that the Charter Article VII as written is consistent with the statute, the City Attorney's office does not believe that the elimination of all possible duplicative sections would ultimately make much difference, and accordingly such an effort is probably not worth the Committee's time.

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## CITY ATTORNEY'S OFFICE MEMORANDUM

Charter Review Question re: Independent Transit Board  
March 8, 2016

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The purpose of this memorandum is to provide information regarding the legality of an independent transit board. The question is whether the City could establish by charter a Transit Board to manage Everett Transit independent of Mayor and City Council.

### State Law

Everett and the few other cities operating their own transit systems are doing so under the provisions of Chapter 35.95 RCW. This statute does not contain any provision for any independent board. In contrast, transit boards exercising independent authority are created under the auspices of Chapter 36.57 RCW, providing for Public Transportation Authorities. An example of this is Community Transit, which has an independent board.

### Everett's Approach

Everett Transit operates as a City department in a similar fashion as other departments, subject to Mayor and City Council. This is same approach as other cities in Washington that have transportation systems. This is consistent with State law.

### No Authority for Independent Review Board

In general, state law regarding first-class cities such as Everett vests legislative power in Mayor and City Council. (RCW 35.22.200) When a board is meant to have its own independent authority, state statute generally provides that structure. The Library Board and Civil Service Commission are examples of that. However, as stated above, there is no statutory authority for an independent board governing Everett Transit. This means that, if Everett wanted an independent transit board, there would need to be a change in State law to specifically authorize such an independent board under Chapter 35.95 RCW.

**Proposal: Mix District Elections to Improve Representation on Everett City Council**  
**Submitted by: Megan Dunn, with support from citizens**  
**Date: April, 2016**

The city of Everett would benefit from an increase in diversity on the City Council. As seen with other at-large electoral systems, many residents feel the city council members are not accessible and less responsive to those not adequately represented by the current electoral system (Compton, 2003). Lack of representation by the southern region of the city and a lack of diversity in socio-economic status, class, gender, ethnicity and race are seen as a root cause of apathy. Apathy has resulted in low voter turn out, uncontested elections and limited citizen involvement.

While advancements have been made to increase transparency in Everett's government, there exists a need to increase democracy and improve turn out. This proposal explains how creating voting districts of 5 districts and 2 at large positions, would decrease apathy, increase representation and improve the quality of life of all residents. Included is research on why districts are needed in Everett and how a more inclusive voting process and accurate representation would align with the city's growth.

The Charter Review Committee has the authority to advise the council on this issue-and respond to the needs for residents and the decade long call for increased representation and work to heal the divide between north and south Everett (Everett Herald Editorial, 2012). The Committee should review the data and facts of this issue and vote in favor of recommending a mixed district system to the Council to be placed on the next general election ballot, with a map of boundaries to be determined by a committee.

The City Council has the legislative power to evaluate and recommend a change from an at-large to a mixed electoral system. If the council chooses, a majority can approve to make this electoral change, or allow the voters to decide by placing the issue on the ballot and letting voters decide. A third option is a citizen initiative petition to bring mixed districted to the ballot.

**Voting Districts Improve Quality of Life**

Research indicates that serving a broad constituency reduces an elected official's accountability (Compton, 2003, page 9). Additionally, at-large elections require more campaign spending, this creates a barrier to entry for potential candidates and limits the accessibility of those who are not strong fundraisers or independently wealthy to participate in the political process. This restricts the pool of candidates who may be leaders in their neighborhood, but unable to fund a campaign. The broader impact is that local office is a frequent starting point for state and federal elected officials (Adams, 2010). There remains a strong relationship between city council electoral systems and the amount of campaign funds spent by winning candidates. Candidates for at-large contests expend a far greater amount of funds than district candidates (Malinowski, 2013).

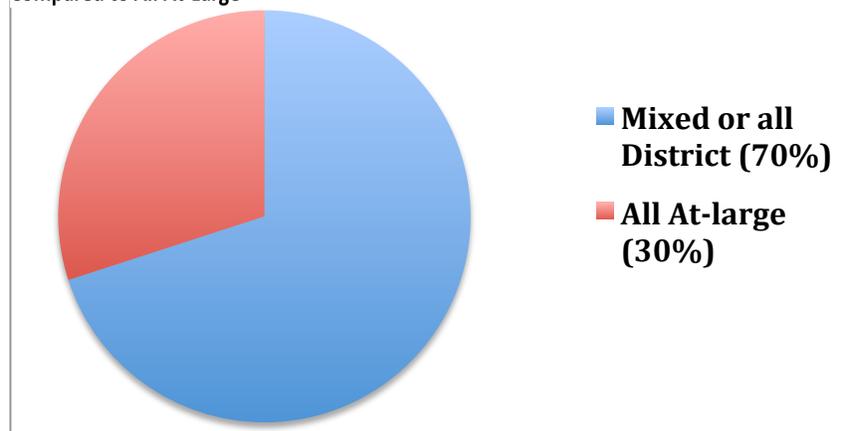
When there is a material and geographically concentrated minority population, there is strong evidence that changing from an at-large to a district system increases the number of minority city councilmembers (Heilig, 1983; Trounstine, 2008). Including our minority population in the political process is of utmost importance for Everett. Improved representation translates to better inclusion and more involvement. One measurement of quality of life or well-being is civic and community involvement. Government is part of the human social system, which includes social institutions, social cycles and social order. Social institutions, including our local government, is defined as a collective solutions to universal social challenges or needs (Machlis, Force & Burch, 1997). Involvement in this social institution and improved quality of life, can be measured with political participation, resulting in feelings of autonomy, competence and relatedness (Weitz-Shapiro and Winters, 2008).

### Everett's Current Electoral System

The current electoral system contributes to the northern part of city being a disproportionate beneficiary of public investments and city services, including the library, sewer improvement and emphasis on public safety and reducing the perception of the homeless population in the downtown core.

Everett has a geographic bias on the current council, as 6 of the 7 current council members reside in the northern boundaries of the city (north of 41<sup>st</sup> street). Everett is a city made of individualized neighborhoods and our life experiences vary between neighborhoods. **Appendix A** includes census maps of Everett for median household income, population over 65 years old, and number of residents in the labor force. These maps illustrate the sharp contrast of economic and socio economic status of the city and offer a visual representation of the variance of life experiences in different geographic regions of the city.

Pie Chart: Proportion of First Class Cities that Currently use Mixed or All District Voting Compared to All At-Large



How do similar sized cities compare to Everett? Research indicates there is a clear trend as cities increase in number of residents, they are more likely to have district voting and mixed voting and less likely to rely on at-large voting. As illustrated in **Appendix chart B**, a city of Everett size (estimated at 120,000) is at the tipping point toward districts and

mixed system. The city is expected to grow by 30,000 by the year 2025 (Everett Comprehensive Plan, page 14); this also supports a need to use district voting and is in line with trends in cities of similar size.

### **Voting Districts Are Improving Representation in Other Washington Cities**

In Seattle, the council voted in a majority of women on the city council. The primary election in 2015 had an unprecedented number of candidates-over 40 for 9 districts. This increase of involvement by new candidates demonstrates increased involvement in the political process (Crosscut, 2015).

In Yakima, newly districted elections allowed for the first ever Latino candidates to advance to the City Council. "For the first time in Yakima's history a Latino candidate is guaranteed election to the City Council as two advanced in in the race for District 1, and three more are advancing to the general election in other district races" (Fault, 2015).

Comparable cities in Washington use mixed wards or district system to select their council members, including seven out of ten similar First Class Cities (Aberdeen, Bellingham, Bremerton, Seattle, Spokane, Tacoma, and Yakima). Moreover, Everett has unique regional challenges that require a broader representation to solve-such as crime and gang activity on Casino Road, homeless encampments along the river, traffic near the mall. These challenges take on a different understanding when you are part of the community and living in the affected area.

### **Districts Based on Neighborhood and Population**

In keeping with the same number of council members, 5 districts based on the current neighborhood boundaries, census tract and equal population size are proposed, along with 2 at large positions. Mixed districts, with at large and districts, offer geographic diversity and overall stewardship. Maintaining the same total number of seven, prevents increase in human resource costs. **See map of proposed Mixed District boundaries in appendix C.** The proposed map and districts boundaries were drawn by Dr. Richard Morrill, Professor Emeritus, University of Washington. Dr. Morrill assisted with the district boundaries in Seattle and is a noted expert in his field with over 50 years of experience.

Some argue that at-large elections provide a broad perspective or a city wide perspective, for this reason, we recommend a mixed scenario with districts and at large positions. Mixed districts maintain a city-wide presence of the council and promote geographic diversity and representation. Electing our council members by district would increase voter participation, decrease voter apathy, and improve our connection to council members. District boundaries would be adjusted with population changes along with the 10-year census.

### **Everett Council Can Exercise The Legislative Authority to Establish Districts**

With confirmation from the Department of Elections, a mixed 5-2 electoral system can be established in three ways. First, the council can vote by majority to establish districts in Everett. Second, the council can vote to place mixed districts on the general election or special election ballot and let the people of Everett vote to elect council members by district. And third, residents can gather signatures and place mixed districts on the ballot by a voter initiative. This proposal recommends that the Charter Review Committee review the evidence and recommend a vote by the council to place district elections on the soonest eligible voter ballot.

While this proposal outlines mixed districts as a remedy to improve the lack of representation and unfair influence of moneyed interests, other solutions exist for a more balanced government and electoral system.

Everett is facing important regional challenges –school funding, high crime rate, park maintenance, and new housing options for low-income residents. The city also has important future decisions on regional issues such as transportation. Everett would benefit by addressing the geographic, gender, socioeconomic, racial and ethnic minority disparity on the council.

### **Commonly Raised Questions**

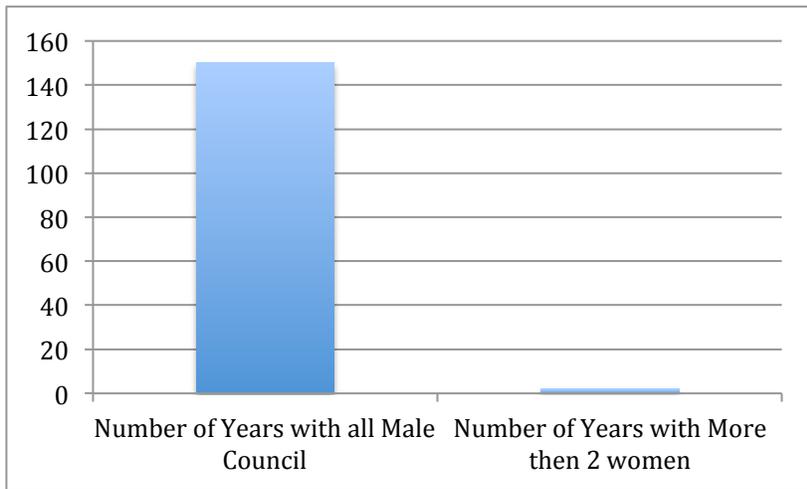
*Is this Gerrymandering?* Establishing district voting for council members is nothing like gerrymandering. District boundaries are based on the general population and not voter preference or party affiliation. State law requires that districts be based on an equal population number, according to the most recent census; boundaries will be drawn based on existing neighborhoods and natural boundaries (rivers, major roads, etc.).

*Will we vote less often?* No, all voters would still be voting in every election for council members. By creating districts, we return city government to voters and our communities and you'd have a council member who represents you! At-large elections could be held every 2 years to increase the number of candidates and number of candidates on the ballot. Everett has districts for Port of Everett representation, Snohomish County council members are voted in by districts and our State legislature and Federal congressional representative are all voted on using districts. A majority (70% or 7 out of 10) of cities comparable to Everett (First Class Cities), use mixed or district voting for council members.

*Are there qualified candidates in the other areas of the city?* Yes! We have PTA presidents, Church leaders, non-profit leaders, small business owners, and little league coaches, the list goes on! There are countless leaders already active and involved in their community, we need to encourage these leaders to be involved in our city government.

*Why Should I vote for this? People on the Council represent me.* We have an imbalance of power in Everett and our southern neighbors, women, minorities and others are not fairly represented. Establishing mixed district elections would return city government to voters and our communities and is supported by local leaders including 38<sup>th</sup> LD Representatives June Robinson and Mike Sells, State Senator John McCoy, and County Councilmember Brian Sullivan. Most importantly, voters are asking for a more democratic and fair voting-they deserve the chance to vote on this issue by putting it on the ballot!

*There are 3 women on the council, isn't that enough?* In the nearly 150-year history of Everett



there have been a total of 4 women and 3 minorities elected to the council. We have a right to a legal cause of action where members of the protected class do not have an equal opportunity to elect their preferred candidate or influence the election. This overly simplistic bar graph is intended to illustrate that simply saying 3 women on council is enough is unacceptable! We need a

voting system that supports systematic change based on the principles of justice and equality!

Questions or comments? Please contact Megan Dunn at [dunnmegan@hotmail.com](mailto:dunnmegan@hotmail.com) or sign up to get involved by emailing [Districts4Everett@gmail.com](mailto:Districts4Everett@gmail.com)!

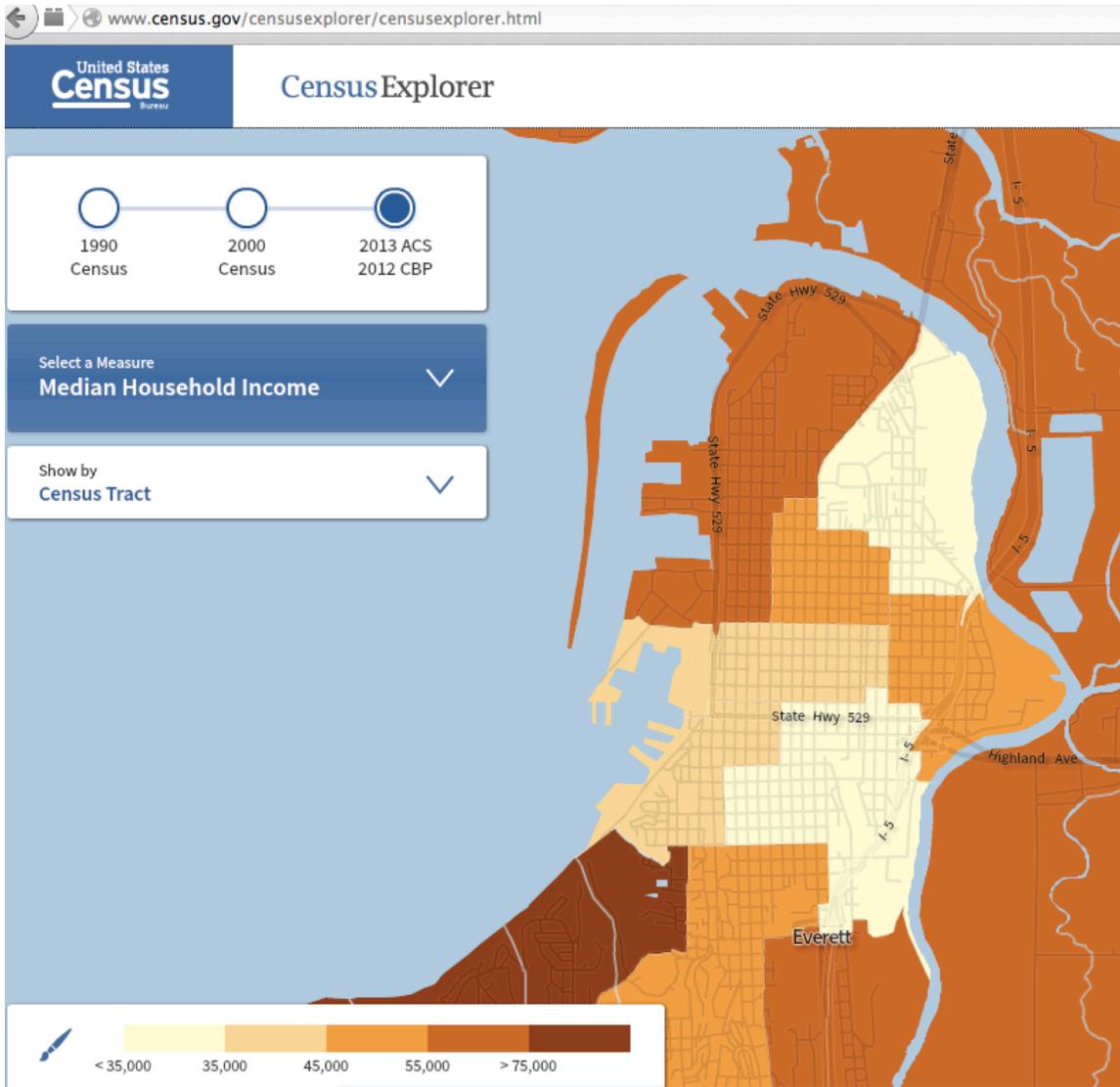
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Appendix A-

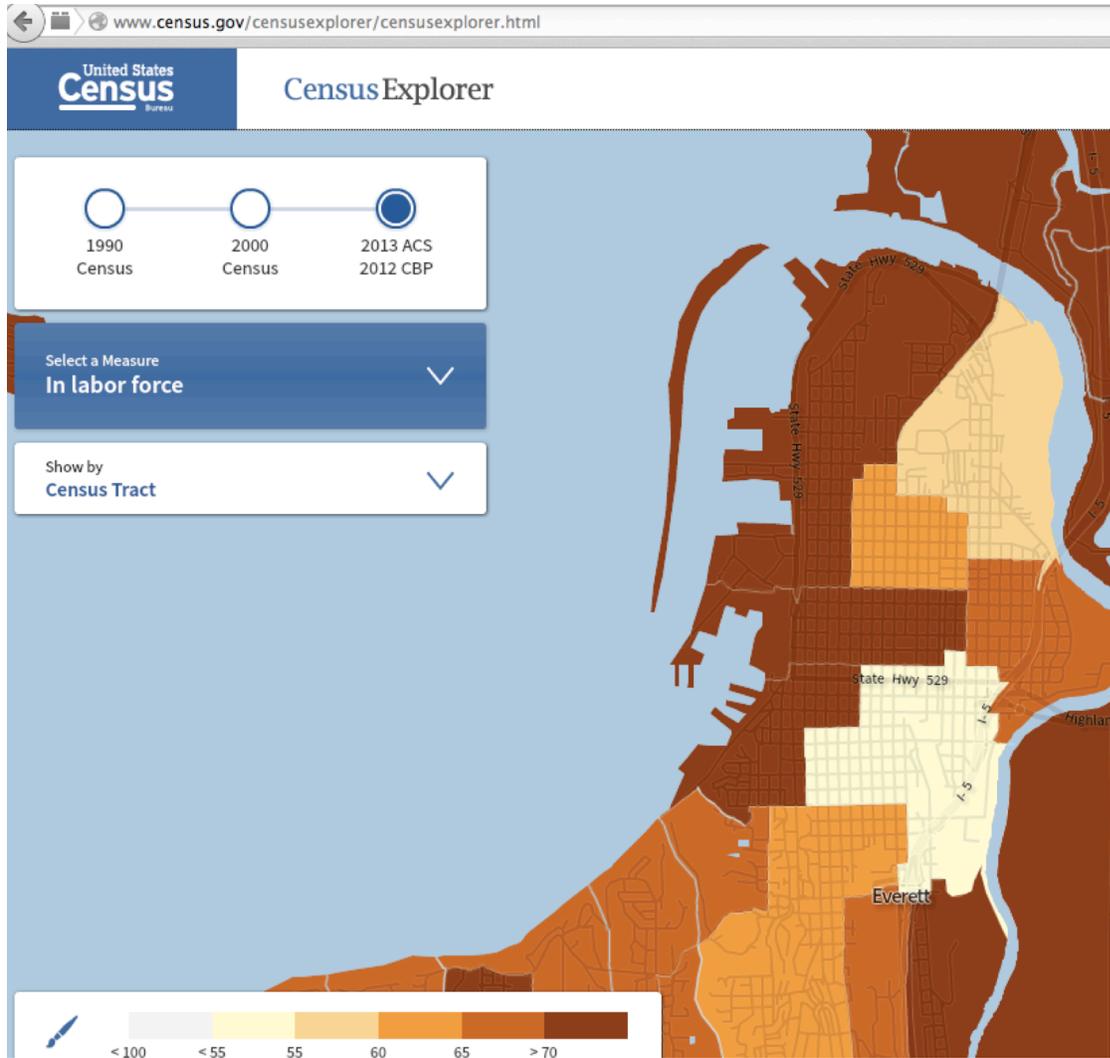
Median Household Income-Everett

This map represents the disparity in median household income in the different geographic neighborhoods of Everett.

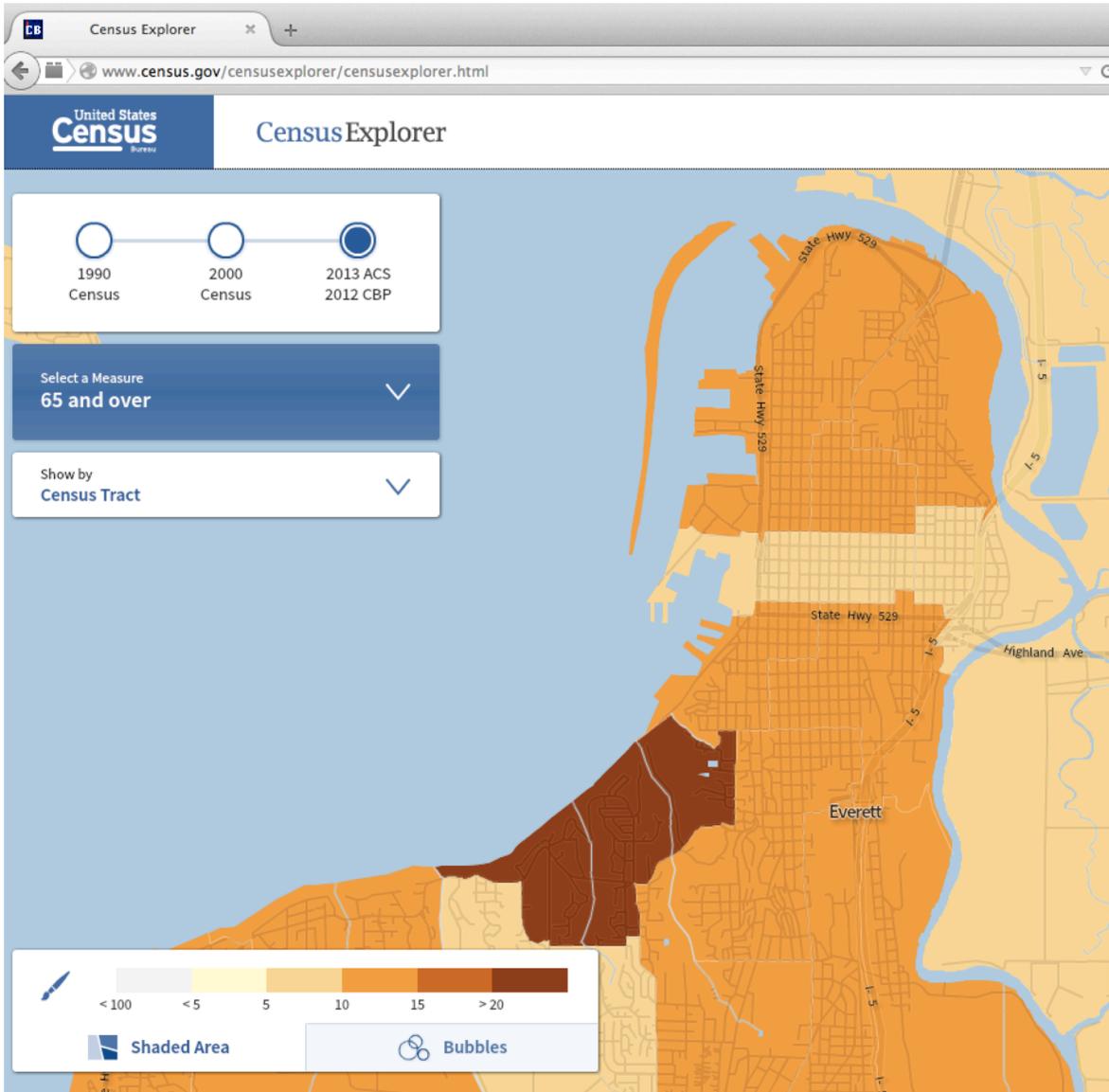


## Residents in the Labor Force-Everett

This map represents the disparity in % in the labor force in the different geographic neighborhoods of Everett.



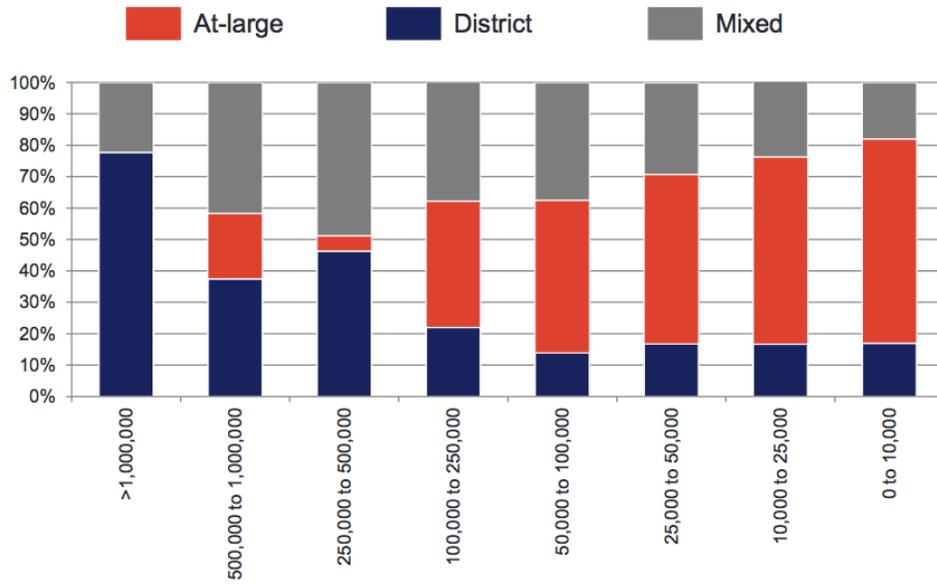
Residents 65 and over-Everett: This map represents the disparity in age distribution in the different geographic neighborhoods of Everett.



## Appendix B-Electoral System for US Cities by Population

# Background

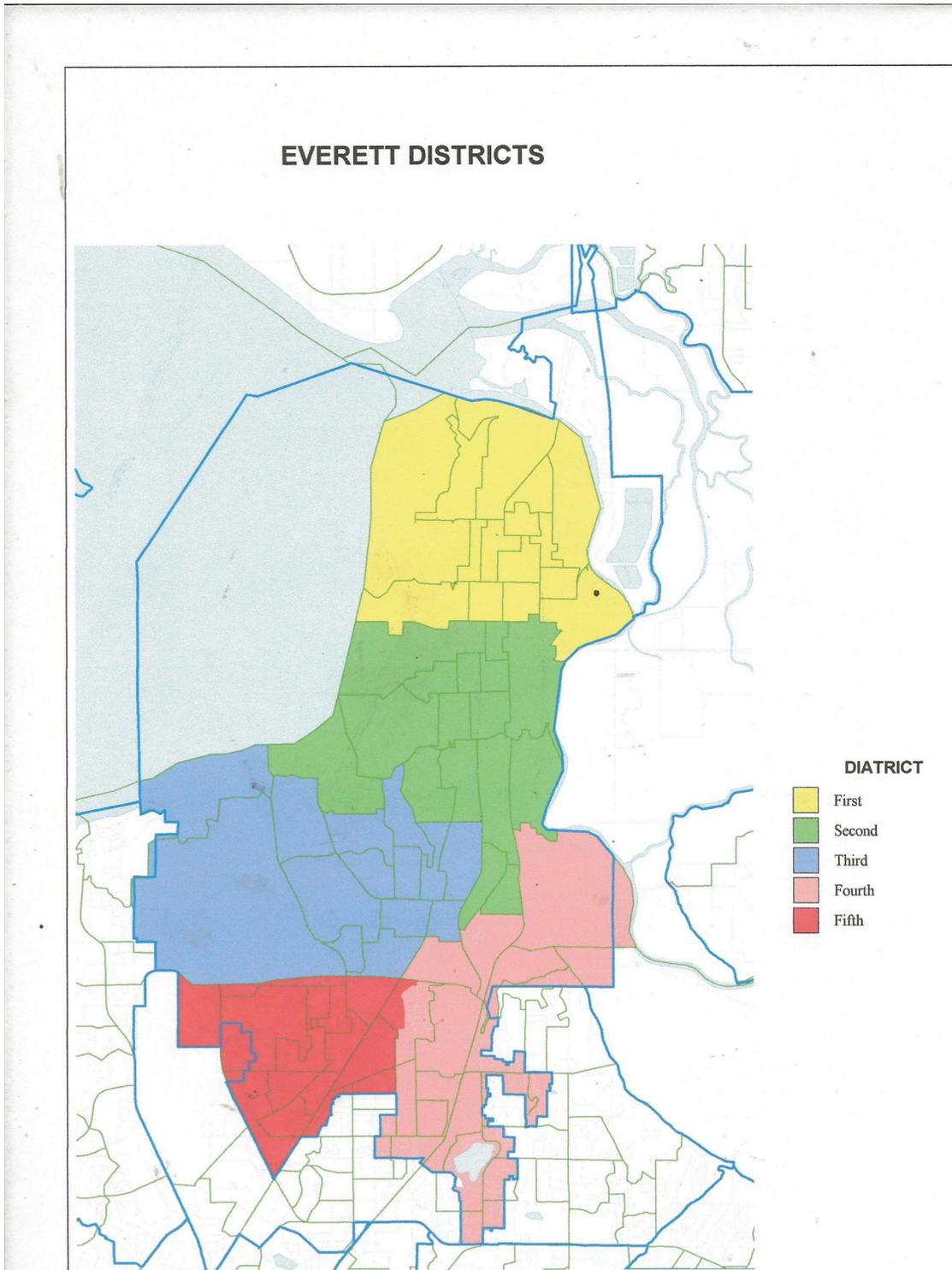
### Electoral system for US cities by population



Note: electoral system for cities >250,000 as of 2012, for cities <250,000 from 1998 (T. Christensen, Local Politics)

Chart from (Malinowski, 2013).

Appendix C-Proposed Mixed District Map-Prepared by Dr. Morrill



# Rationale for Maintaining At-large Voting in Everett

Prepared for  
Everett Charter Review Committee  
April 14, 2016

By Michael Swanson

*Introduction: First of all, I would like to thank Megan Dunn for the presentation she made previously to the Charter Review Committee on the topic of districting. This is exactly the type of work the Charter Review Committee should be doing – discussing the pros and cons of various suggestions and then ultimately deciding which proposals merit advancement to the Everett City Council. Having an open and objective conversation is healthy – and this committee is the appropriate venue for that discussion.*

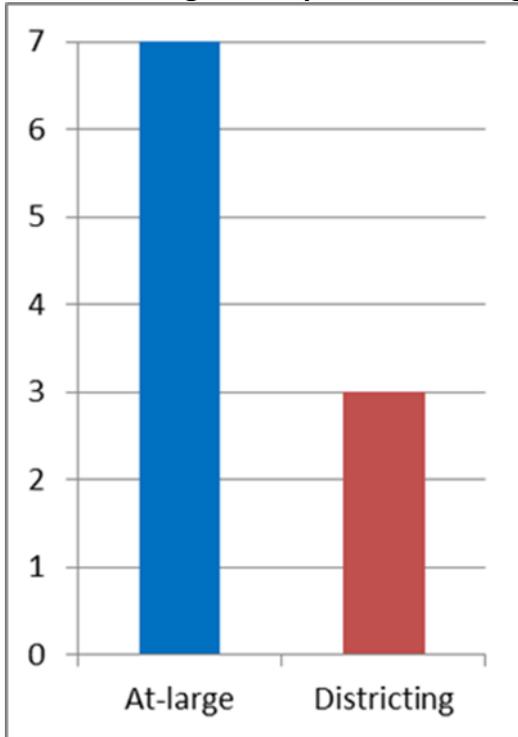
*This report outlines why – at this time – having districts is not the right plan for our city. I don't claim to be an expert on the topic of districting and have cited sources throughout the report where applicable.*

*The following is a compilation of some of the top concerns to districting I have come to recognize while independently researching the topic, listening to the conversations we've shared as a committee, and my own observations as an Everett resident. I look forward to hearing feedback from the rest of the committee on this topic.*

# 1

## Districting would reduce choices for all Everett voters.

Everett Voter Choices  
Current At-Large vs Proposed Districting.



With the current at-large system, Everett voters are empowered to vote in all 7 city council races.

At-large also allows candidates to run for any of the 7 positions.

Allowing candidates to run for ANY of the 7 seats means *“better-qualified individuals are elected to the council because the candidate pool is larger.”*  
(National League of Cities, Municipal Elections)

Districting, as proposed (5 districts/2 at-large) would reduce the number of council districts voters may participate in from 7 to 3.

### How your ballot would change with districting in upcoming elections (hypothetical).

	Current At-Large	Proposed Districting
2017	Position 1 Position 2 Position 3	At-large 1
2019	Position 4 Position 5 Position 6 Position 7	At-large 2 District #

The current at-large system allows Everett voters to vote in 3 or 4 city council races every two years. With districting, this figure shrinks to 1 or 2 races every two years, reducing the opportunities Everett voters have to make decisions on who will represent them at their municipal level of government.

## 2

### Our current at-large system already supports diversity.

- Two of the longest serving councilmembers in Everett's history are minorities.
- Current council is 3 women and 4 men.
- Professional backgrounds of the current council represent for-profit business, non-profit, education, art, and government sectors.
- The at-large system has a history of electing councilmembers from all corners of the city (see Drew Nielsen's report and updated addendum from Scott Bader, distributed at prior meeting).

If there is a deficiency in a particular area, the solution is to encourage candidates that would bring diversity and balance to the council to run for office.

For most of the past decade, only one woman served on the council. The public took note of the deficiency, supported additional women in 2014 and 2015, and now the council has greater balance of gender. The voters responded to a need. The problem wasn't that voters would not allow women on the council; the problem was there just weren't many women running.

Similarly, if more geographic diversity is desired, the simplest approach is to find qualified candidates from underrepresented areas and encourage them to run. We've seen from Drew Nielsen's report and Scott Bader's addendum that candidates from South Everett can win when they run. But I can 100% guarantee that they will not win if they do not run in the first place.

**Finding candidates that bring balance to the council as a whole – whatever the deficiency may be at a given point in time – will be even harder if we restrict the pool of candidates eligible to run for each position.**

# 3

## South Everett already has an electoral advantage.

If geographic diversity is an overriding priority for voters, wouldn't more candidates from South Everett run under the campaign slogan of "Elect me – I'm from South Everett"? A majority of Everett voters live south of 41<sup>st</sup> Street and sheer math would give these candidates an electoral advantage, if geographic diversity were truly a priority for Everett voters.

In the 2015 General Election, ballots cast south of 41<sup>st</sup> Street compromised 66.45% of all ballots cast in Everett.

	Precincts	Reg. Voters	Ballots Cast	% Turnout	% of Everett Vote
North of 41st	27	15,006	5,356	35.69%	33.55%
South of 41st	68	34,807	10,607	30.47%	66.45%
<b>Total Everett</b>	<b>95</b>	<b>49,813</b>	<b>15,963</b>	<b>32.05%</b>	<b>100.00%</b>

*Data Source: Snohomish County Auditor's Office, November 2015 General Election Results*

While it's true that North Everett has a higher turnout percentage, more ballots are actually cast South of 41<sup>st</sup>. The point is, if South Everett voters wanted to increase their numbers on the council – they could do so as early as the next election and with a commanding electoral advantage.

Historically, Everett voters have shown they care about much more than just where the candidates reside.

# 4

## Voters consider many factors when voting.

Geographic diversity is only one factor voters may – or may not – find important when casting their ballot.

The League of Women Voters offers the following recommendations on their website of “How to Judge a Candidate.” Voters are encouraged to consider:

- Positions candidates take on issues
- Leadership Qualities
- Experience candidates would bring to office

*“Your first step in picking a candidate is to decide the issues you care about and the qualities you want in a leader.”* (<http://lww.org/content/how-judge-candidate>)

The above quote is very important because it underscores the importance of recognizing that we, as voters, all have different considerations that we find of importance when voting.

For some voters, gender diversity may be an area of primary importance. For others, ethnicity may be an area of utmost importance. There really is no right or wrong answer.

The at-large system allows voters to decide what is most important to them in a particular election, whereas districting reduces the pool of eligible candidates for each race, thus, mandating to the voters that geographic diversity is an overriding priority above all other considerations.

I believe this is a key point: **Districting mandates geographic diversity as an overriding priority, while the at-large system gives the voters freedom to decide what is of paramount importance to them.**

# 5

## Districting would narrow the focus of councilmembers.

The current at large-system allows councilmembers to work collaboratively towards objectives that benefit the city at large.

*“Council members in an at-large system can be more impartial, rise above the limited perspective of a single district and concern themselves with the problems of the whole community.”* (National League of Cities, Municipal Elections)

Districting narrows the focus of councilmembers because they are only dependent on the voters in their immediate district for re-election.

Consider Congress, where every representative wants to “bring home the bacon.” The district becomes the top priority. Votes are traded. Comprehensive, overall vision, is lost.

With at-large systems, *“vote trading between councilmembers is minimized.”* (National League of Cities, Municipal Elections)

Also concerning is that *“...councils elected by district elections may experience more infighting and be less likely to prioritize the good of the city over the good of their district.”* (National League of Cities, Municipal Elections)

(<http://www.nlc.org/build-skills-and-networks/resources/cities-101/city-officials/municipal-elections>)

Think there is a North/South divide in Everett now? Think about how much worse it would be if we created competing political districts within the city.

**It’s important to keep councilmembers “politically dependent” on votes from all corners of the city so that they remain focused on big picture – comprehensive solutions that are in the best interest of all citizens.**

# 6

## Districting would not reduce the fundraising barrier.

Districting would have little, if any, impact on leveling the playing field when it comes to fundraising.

Candidates capable of raising campaign contributions in an at-large system will still have access to those resources if running in a smaller district and, conversely, candidates who were not able to successfully fundraise in an at-large system may still struggle to raise funds running in a smaller district race.

Even if running in a smaller district, many campaign expenses are fixed (i.e. not scalable to the size of the district). For example:

- Filing Fee (1% of salary)
- Media Buys (Newspaper, online ads, cable tv)
- Website
- Phone
- Parade/Event Entry Fees

...would all be approximately the same whether running in a district of 21,000 or 105,000.

For scalable campaign expenses (e.g. direct mail, yard signs, printed materials, etc), well-funded candidates would simply send more mail pieces to the district or find other ways to deploy the cash.

In reality, a candidate with the capacity to raise \$25,000 for his or her citywide campaign is not going to scale back and say, “well, I’m only going to accept \$5,000 in donations now that I’m running in only 20% of the city.”

**Candidates who can raise \$25,000 for an at-large race are still going to raise \$25,000 for a district race and have a fundraising advantage over a candidate that may not have as much financial support in the community.**

# 7

## **Current system allows for equitable allocation of resources throughout the community at large.**

One of the arguments proponents of districting have made is that city resources are not allocated equitably by the at-large system.

The concentration of amenities in the North end can be easily explained by the history and natural geography of the city. The city was founded in the North and due to natural barriers like the Snohomish River and Puget Sound the city has grown primarily in one direction: South. That explains why city hall and many of the older public amenities are concentrated in the North end.

Over the years, the city has appropriately added amenities as the city has grown to the South (e.g. fire/police stations, parks, golf course, library branch, road improvements, Everett Mall, utilities, infrastructure, etc.).

I'm not going to spend much time on this point but I would like to talk briefly about my own experience on the Board of Park Commissioners for the past 4 years. Part of why I find the charge of inequity of resources flawed is because I have seen first-hand how hard the city works to make sure resources are equitably distributed.

Right now, the Parks Department is working on a Park, Recreation, and Open Space (PROS) plan to take inventory on existing amenities throughout the city so that resources can be allocated in the areas where there is the most need. Where deficiencies are found, recommendations are made to allocate resources to this particular area.

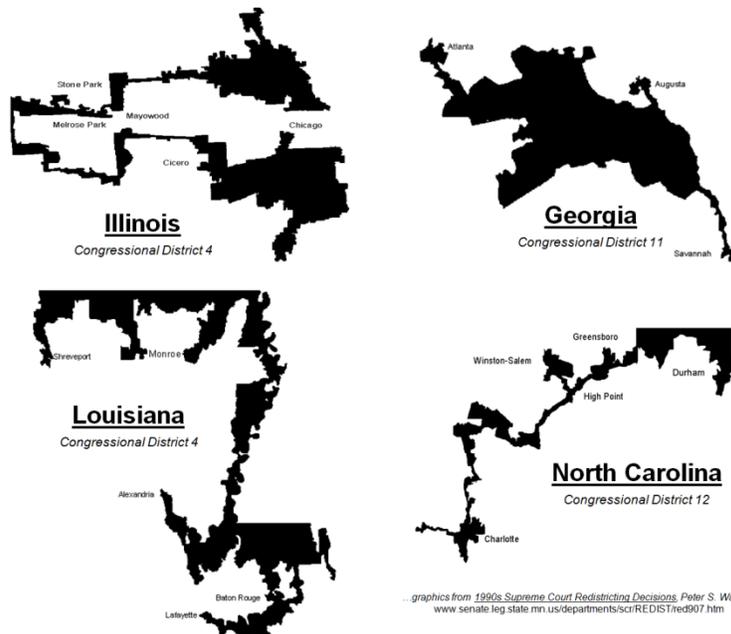
What does the Parks Department's PROS Plan have to do with districting? My point is to give a glimpse into the efforts the city council, city staff, and citizen commissions are already taking to make sure resources are allocated equitably.

# 8

## One word: Gerrymandering.

Type “gerrymandering” into Google Images and you’ll be treated to some truly obscene examples of how district lines can evolve over time to protect officeholders. Now, I fully concede that these are worse-case scenarios and likely would not occur in Everett for non-partisan positions, but at the same time this begs the question of, “who sets the lines?” If we adopted a districting system, how would we ensure that districts are drawn impartially, and free of political expediency? How would we make sure councilmembers don’t use their influence in future redistrictings to carve out districts for their own benefit?

These four congressional districts are examples of gerrymandering pushed to the extreme, but the question is still one that would need to be addressed to ensure impartiality and fairness in how the lines would be re-drawn in the future.



There are also plenty of examples in Federal and State redistrictings where incumbents have been intentionally drawn into the same district as a means of eliminating political rivals. **How would we keep the politics out of an inherently political process?**

# 9

## Everett ≠ Yakima ≠ Seattle ≠ Tacoma.

Throughout this commission's conversations, Everett has been compared to electoral systems in a number of other cities throughout Washington. Each city is unique and it is unfair to make apples-to-apples comparisons with other cities without understanding the background and rationale for each city's decision to adopt their various electoral systems.

Yakima is a poor comparable for Everett. Yakima had systemic problems where minorities were unable to win election to their city council and had been demonstrated over many election cycles. That is not the case in Everett where the citizens have a proud history of electing candidates from a variety of backgrounds. **In Everett, there is no evidence that anyone has ever been denied a seat on the council by where they live or their racial heritage.**

Seattle and Tacoma are also poor comparables given the obvious size differences in population. Seattle (pop 668,342) is 6.5x the size of Everett and Tacoma's population (205,159) is nearly twice the size of Everett's.

[https://en.wikipedia.org/wiki/List\\_of\\_cities\\_in\\_Washington](https://en.wikipedia.org/wiki/List_of_cities_in_Washington)

# 10

## At-large council elections are common for cities Everett's size.

But if we are going to compare Everett against other similarly-sized cities, rest assured we are in-line on both a national and state perspective.

**Breakdown of Types of City Council Elections by City Size (2001)**

	Small (25,000-69,999)	Medium (70,000-199,999)	Large (200,000 and up)
All At-Large	48.9%	43.7%	16.4%
Mixed	25.0%	25.4%	38.2%
All District	26.1%	31.0%	45.5%

Svara, James H. *Two Decades of Continuity and Change in American City Councils*.  
Washington, DC: National League of Cities, 2003.

Most US cities Everett's size (about 44%) have all at-large city council elections. If you were to drill down further on this range, we could reasonably assume the smaller cities in this range, like Everett at 106,736, would be even more prone to use all at-large elections and the cities closer to the top of the range would find a greater prevalence of mixed and district systems.

### Top WA Cities by Population & Council Composition (per Wikipedia)

Rank	City	Population	District/Ward	At-large	Total Council
1	Seattle	668,342	7	2	9
2	Spokane	212,052	6	0	6
3	Tacoma	205,159	5	3	8
4	Vancouver	169,294	0	7	7
5	Bellevue	136,426	0	7	7
6	Kent	125,560	0	7	7
<b>7</b>	<b>Everett</b>	<b>106,736</b>	<b>0</b>	<b>7</b>	<b>7</b>
8	Renton	98,404	0	7	7
9	Federal Way	93,425	0	7	7
10	Yakima	93,357	4	3	7
11	Spokane Valley	91,729	0	7	7
12	Kirkland	85,763	0	7	7

Turning locally, the chart to the left shows Everett is in-line with similarly sized cities in the State of Washington.

Cities with populations of 200,000 or more are more likely to use district elections. (National League of Cities, Municipal Elections) (<http://www.nlc.org/build-skills-and-networks/resources/cities-101/city-officials/municipal-elections>)

Looking forward, even if Everett's population continues to grow at 3% annually, our population would reach 143,444, ten years from now and still be well below the 200,000 threshold.

## **UPDATES RELATED TO ELECTIONS BY COUNCIL DISTRICTS**

### **Registered voters, north/south**

County Elections gave us a count of registered voters living north and south of a boundary roughly following 41<sup>st</sup> Street (following existing precinct lines). Using registration numbers from the last general election, 15,013 voters live north of the boundary and 34,800 voters live south of it.

### **Would moving to Council District elections raise election costs?**

From County Elections: There would be no cost difference under current methods of calculating election costs.

### **Ranked-choice voting in Pierce County**

It didn't last long, having been approved by Charter amendment in 2006 and then thrown out by voters in 2009 by a 71-29 margin.

The following is from a blog post by the state Secretary of State's Office in 2009:

## **Pierce voters nix 'ranked-choice voting'**

**by David Ammons | November 10th, 2009**

It was widely advertised as the latest cool thing in voting – “ranked-choice voting” or “instant-runoff voting.”

Just three years ago, Pierce County voters, responding to a proposal from the charter review commission, approved this new system for all county elected officials except judges and prosecutors. This system, used rather than the Top 2 Primary, essentially combines the primary and general. Voters pick their favorites for each office, ranking their choices 1-2-3. Candidates who win strictly on first-place ballots are declared elected. If no one does, then second and third choices are apportioned out. The factoring is done by a computerized algorithm.

It has always been kinda confusing to explain, but advocates believed it would be extremely popular and then possibly catch on elsewhere. Its biggest usage was last year when a new County Executive and other offices were filled this way, running in tandem with the regular state primary and general elections.

It went downhill from there. Voters participating in an auditor's survey said by a 2-to-1 margin that they didn't like the system. And this year, it was back on the ballot –and voters have thrown it out by a 71-29 margin.

Proponents say that in retrospect, voters were probably confused by having two separate ballots and because they needed more information on how the system worked. If it catches on elsewhere in the country, as they expect, voters here may be more receptive, they say. Elections activist Krist Novoselic, who backs RCV, said "In retrospect, the (repeal) amendment was inevitable once the Supreme Court ruling in 2008 restored Washington's Top 2 system for our state and federal races. From that moment, Pierce County voters were paying extra for two different partisan systems designed to uphold the same goals of majority rule and voter choice. Something had to give."

Elections Director Nick Handy, no fan, said it was probably the death knell for the change:

"Just three years ago, Pierce County voters enthusiastically embraced this new idea as a replacement for the then highly unpopular Pick-a-Party primary." Pierce County did a terrific job implementing ranked choice voting, but voters flat out did not like it.

The rapid rejection of this election model that has been popular in San Francisco, but few other places, was expected, but no one really anticipated how fast the cradle to grave cycle would run. The voters wanted it. The voters got and tried it. The voters did not like it. And the voters emphatically rejected it. All in a very quick three years."

**Information Presented May 8, 2006 to Charter Review Committee  
Regarding Election of Council Members by District**

**Prepared by Drew Nielsen**

The Northwest Room has requested a copy  
of this, so if anyone spots an error  
please let me know.

Drew

## COUNCIL MEMBER RESIDENCES AND ELECTIONS 1981 - 2005

On January 1, 1981 the members of City Council and their respective positions were:

1. Bill Langus *1000 Rucker*
2. Moe Michelson *4500 Heather*
3. Judy Baker *Glenhaven*
4. Carl Gipson *1900 Hoyt*
5. Stewart Aldcroft *5500 Dogwood*
6. Dale Pope *4900 Dogwood*
7. Bob Overstreet *1200 Grand*

### 1981

1. Bill Langus *1000 Rucker* [unopposed]
2. Moe Michelson *4500 Heather* [retained; challenged by Barbara Yates *800 Rucker*]
3. Judy Baker *Glenhaven* [defeated] → Ray Stephanson *7500 E. Heather*

### 1983

4. Carl Gipson *1900 Hoyt* [retained; challenged by Dale Ward, *Valley View*]
5. Stewart Aldcroft *5500 Dogwood* [defeated] → Ed Morrow *2100 Colby*
6. Dale Pope *4900 Dogwood* [unopposed]
7. Bob Overstreet *1200 Grand* [unopposed]

### 1985

1. Bill Langus *1000 Rucker* [retained; challenged by Jim O'Neil *3200 Grand*]
2. Moe Michelson *4500 Heather* [retired] → Connie Niva *1200 Madrona Ave* [unopposed for open seat]
3. Ray Stephanson *7500 E. Heather* [unopposed]

### 1987

4. Carl Gipson *1900 Hoyt* [unopposed]
5. Ed Morrow *2100 Colby* [retained; challenged by Gary Epperson *2100 73<sup>rd</sup> St.*]
6. Dale Pope *4900 Dogwood* [retained; challenged by Mary Riorden, *5200 S. 2d, Lowell*]
7. Bob Overstreet *1200 Grand* [unopposed]

### 1989

1. Bill Langus [retired] → Frank Anderson *6600 Gateway Terrace* [defeated Gretchen Shaffer *800 Alpine*]
2. Connie Niva [did not seek re-election] → Chuck Moser *2100 Pine St.* [challenged by Brian Wheeler *10400 Holly Dr.*]
3. Ray Stephanson *7500 E. Heather* [resigned] → Ed Diamond *800 Olympic Terrace* [unopposed]

1991

4. Carl Gipson *1900 Hoyt* [unopposed]
5. Ed Morrow *2100 Colby* [retired] → Doug Campbell *400 S. Cabot Road* [defeated Mark Soine *1800 Rucker*]
6. Dale Pope *4900 Dogwood* [unopposed]
7. Bob Overstreet *1200 Grand* [retained; challenged by Tom Lux *Silver Lake*]

1993

1. Frank Anderson *6600 Gateway Terrace* [retained; challenged by Christine Ervine *4700 Maryland*]
2. Chuck Moser *2100 Pine St.* [retained; challenged by Geoff Tapert *4000 High Street*]
3. Ed Diamond *800 Olympic Terrace* [retired] → Mark Soine *1800 Rucker* [defeated Jack Sherin *600 Rucker*]

1994

2. Chuck Moser *2100 Pine St.* [died in office] → Ann Weinzierl [appointed] *1400 Mukilteo Blvd.*

1995

2. Ann Weinzierl *1400 Mukilteo Blvd.* [defeated] → Thelma Jean Hansen *3800 High Street*
4. Carl Gipson *1900 Hoyt* [retired] → Ron Gipson *6700 Morgan* [defeated David Simpson *1500 Fulton*]
5. Doug Campbell *400 S. Cabot Road* [retained; challenged by Bob Champion *700 Grand*]
6. Dale Pope *4900 Dogwood* [retained; challenged by Geoff Tapert, *4000 High Street*]
7. Bob Overstreet *1200 Grand* [retained; challenged by Bill Lucas, *Nassau near Jackson School*]

1996

3. Mark Soine *1800 Rucker* [resigned] → Bob Wilson *1100 Rucker* [appointed]

1997

1. Frank Anderson *6600 Gateway Terrace* [unopposed]
2. Thelma Jean Hansen *3800 High Street* [defeated in primary] → David Simpson *1500 Fulton* [challenged by Doris McCarthy *2600 Pine St.*]
3. Bob Wilson *1100 Rucker* [retired] → Dan Warnock *3300 Wave* [defeated Irvin M. Brown, *vicinity of 35<sup>th</sup> and Broadway*]

1999

4. Ron Gipson *6700 Morgan* [retained; challenged by Marian Krell *3800 Kromer*]
5. Doug Campbell *400 S. Cabot Road* [unopposed]
6. Dale Pope *4900 Dogwood* [unopposed]
7. Bob Overstreet *1200 Grand* [retained; challenged by Thelma Jean Hansen *3800 High Street*]

2001

1. Frank Anderson *6600 Gateway Terrace* [retained; challenged by Mary Ehrlich, *2200 Rucker*]
2. David Simpson *1500 Fulton* [defeated] → Mark Olson *4600 Silvertip Lane*
3. Dan Warnock *3300 Wave* [defeated] → Arlan Hatloe *800 N. Park Drive*

2002

1. Frank Anderson *6600 Gateway Terrace* [resigned] → Marian Krell *3800 Kromer* [appointed]

2003

1. Marian Krell [unopposed]
4. Ron Gipson *6700 Morgan* [unopposed]
5. Doug Campbell *400 S. Cabot Road* [challenged by David Simpson *1500 Fulton*]
6. Dale Pope *4900 Dogwood* [defeated] → Brenda Stonecipher *600 Maulsby Lane*
7. Bob Overstreet *1200 Grand* [challenged by Jim Staniford, *1500 Hewitt*]

2004

2. Mark Olson [moved] *4600 Silvertip Lane* → *800 Rucker*
5. Doug Campbell *400 S. Cabot Road* [resigned] → Drew Nielsen *1300 Hoyt* [appointed]

2005

1. Marian Krell *3800 Kromer* [retired] → Paul Roberts *900 Hoyt* [unopposed]
2. Mark Olson *800 Rucker* [retained; challenged by Charlene Rawson, *3000 Nassau Street*]
3. Arlan Hatloe *800 N. Park Drive* [retained; challenged by Jackie Minchew, *5600 S. 2nd Avenue*]
5. Drew Nielsen *1300 Hoyt* [unopposed]

2006

3. Arlan Hatloe [moved] *800 N. Park Drive* → *2600 59<sup>th</sup> St. SW*

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**ELECTIONS 1981-2005, CANDIDATES NORTH OF 41<sup>ST</sup> STREET VS. OTHERS  
ALL CONTESTS**

"South" beats "North" (10)

Michelson/Yates (1981)  
Campbell/Soine (1991)  
Gipson/Simpson (1995)  
Campbell/Champion (1995)  
Pope/Tapert (1995)  
Krell/Gipson (1997)  
Brown/Warnock (1997)  
Olson/Simpson (2001)  
Anderson/Ehrlich (2001)  
Campbell/Simpson (2003)

"North" beats "South" (7)

Aldcroft/Morrow (1983)  
Morrow/Epperson (1987)  
Moser/Wheeler (1989)  
Lux/Overstreet (1991)  
Hansen/Weinzierl (1995)  
Hansen/Simpson (1997)  
Pope/Stonecipher (2003)

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**ELECTIONS 1981-2005, CANDIDATES NORTH OF 41<sup>ST</sup> STREET VS. OTHERS,  
OPEN SEATS ONLY**

"South beats North" (2)

Campbell/Soine (1991)  
Ron Gipson/Simpson (1995)

"North beats South" (0)

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**UNOPPOSED ELECTIONS BY RESIDENCE OF CANDIDATE**

Number of elections 1981-2005, inclusive: **13**

Number of elections in which all city council seats were contested: **3** (1993, 1995, 2001)

Number of elections in which at least one seat was unopposed: **10** (1981, 1983, 1985, 1987, 1989, 1991, 1997, 1999, 2003, 2005)

Number of elections in which two seats were unopposed: **7** (1983, 1985, 1987, 1991, 1999, 2003, 2005)

Number of elections in which an open seat was unopposed: **2** (Niva 1985, Roberts 2005)

Unopposed candidate resides north of 41<sup>st</sup> (6 individuals, 7 races)

Bill Langus 1981  
Bob Overstreet 1983  
Carl Gipson 1987  
Bob Overstreet 1987  
Carl Gipson 1991  
Marian Krell 2003  
Drew Nielsen 2005  
Paul Roberts 2005

Unopposed candidate resides south of 41<sup>st</sup> (6 individuals, 8 races)

Dale Pope 1983  
Connie Niva 1985  
Ray Stephanson 1985  
Dale Pope 1991  
Frank Anderson 1997  
Doug Campbell 1997  
Dale Pope 1999  
Ron Gipson 2003

**TERMS OF OFFICE - COUNCIL MEMBERS**

Allocating years by residence commencing January 1, 1981 and ending December 31, 2005

<u>North of 41<sup>st</sup></u>	<u>"South" of 41<sup>st</sup></u>		
		<b>POSITION #1</b>	
9		WILLIAM LANGUS	12/05/68 THRU 12/31/89
	12.5	FRANK ANDERSON	01/01/90 THRU 07/01/02
3.5		MARIAN KRELL	07/30/02 THRU 12/31/05
		<b>POSITION #2</b>	
	5	MOE MICHELSON	12/05/68 THRU 12/31/85
	4	CONNIE NIVA	01/01/86 THRU 12/31/89
4		CHUCK MOSER	01/01/90 THRU 02/28/94
		MARK SOINE	11/24/93 THRU 12/31/93 (Pro-tem)
	2	ANN WEINZIERL	03/09/94 THRU 12/31/95 (Appoint- ed to fill vacancy of Chuck Moser)
2		THELMA JEAN HANSEN	11/22/95 THRU 12/31/97
	4	DAVID SIMPSON	01/01/98 THRU 12/31/01
2.5	1.5	MARK OLSON	01/01/02 THRU 12/31/05
		<b>POSITION #3</b>	
		WILLIAM DOBLER	12/05/68 THRU 12/31/73
		JOYCE EBERT	01/01/74 THRU 11/09/77
	1	JUDY BAKER	11/09/77 THRU 12/31/81
	7	RAY STEPHANSON	01/01/82 THRU 12/31/88
	5	ED DIAMOND	01/01/89 THRU 12/31/93
3		MARK SOINE	01/01/94 THRU 12/16/96
1		ROBERT WILSON	12/17/96 THRU 11/19/97 (Appointed to fill vacancy of Mark Soine)
	4	DANIEL WARNOCK	11/19/97 THRU 12/31/01
	4	ARLAN HATLOE	01/01/02 THRU 12/31/05

North  
of 41<sup>st</sup>

“South”  
of 41<sup>st</sup>

**POSITION #4**

15		J. HOWARD VOGNILD	12/05/68 THRU 12/31/71
		CARL GIPSON	01/01/72 THRU 12/31/95
	10	RON GIPSON	12/31/95 THRU 12/31/05

**POSITION #5**

		THOMAS CALLAGHAN	12/05/68 THRU 12/31/71
	3	STEWART ALDCROFT	01/01/72 THRU 12/31/83
8		ED MORROW	01/01/84 THRU 12/31/91
	12.5	DOUG CAMPBELL	01/01/92 THRU 09/01/04
1.5		DREW NIELSEN	09/02/04 THRU 12/31/07
			(Appointed to fill vacancy left by Doug Campbell)

**POSITION #6**

		WILLIAM MOORE	12/05/68 THRU 01/27/71
		BILL RUCKER	01/27/71 THRU 07/31/76
		WILLIAM MOORE	07/31/76 THRU 11/30/77
			(Appointed to fill vacancy left by Bill Rucker)
	23	DALE POPE	11/30/77 THRU 12/31/03
2		BRENDA STONECIPHER	01/01/04 THRU 12/31/07

**POSITION #7**

		GEORGE GEBERT	12/05/68 THRU 12/31/71
		PETE KINCH	01/01/72 THRU 07/31/76
		RUSS JUCKETT	07/31/76 THRU 11/30/77
25		BOB OVERSTREET	11/30/77 THRU 12/31/07

93	82
(53%)	(47%)

**ELECTIONS 1981-2005, CANDIDATES NORTH OF 41<sup>ST</sup> STREET VS. OTHERS**  
*(Compiled by Councilmember Scott Bader)*

'South' beats 'North' (13)

Michaelson/Yates (1981)  
Campbell/Soine (1991) – Open Seat  
Gipson/Simpson (1995) – Open Seat  
Campbell/Champion (1995)  
Pope/Tapert (1995)  
Gipson/Krell (1997)  
Brown/Warnock (1997)  
Olson/Simpson (2001)  
Anderson/Ehrlich (2001)  
Campbell/Simpson (2003)  
Gipson/Rawson (2007)  
Flowers/Moore (2009) – Open Seat  
Gipson/Robinson (2011)

'North' beats 'South' (8)

Aldcroft/Morrow (1983)  
Epperson/Morrow (1987)  
Moser/Wheeler (1989)  
Lux/Overstreet (1991)  
Hansen/Weinzerl (1995)  
Pope/Stonecipher (2003)  
Affholter/Minchew (2011)  
Franklin/Gipson (2015)

UNOPPOSED RACES

Number of elections 1981-2015, inclusive: 16

Number of elections in which all council seats were contested: 4 (1993, 1995, 2001, 2011)

Number of elections with at least one seat was unopposed: 13 (81,83,85,87,89,91,98,99,03,05,07,13,15)

Number of elections with two seats unopposed: 8 (1983, 1985, 1987, 1991, 1999, 2003, 2005, 2013)

Number of elections in which an open seat was unopposed: 2 (Niva 1985, Roberts 2005)

Unopposed Candidate resides north of 41<sup>st</sup> (8 individuals, 11 races)

Bill Langus (1981)	Carl Gipson (1991)	Brenda Stonecipher (2007)
Bob Overstreet (1983)	Marian Krell (2003)	Paul Roberts (2013)
Carl Gipson (1987)	Drew Neilsen (2005)	Judy Tuohy (2015)
Bob Overstreet (1987)	Paul Roberts (2005)	

Unopposed candidate resides south of 41<sup>st</sup> Street (7 individuals, 8 races)

Dale Pope (1983)	Dale Pope (1991)	Ron Gipson (2003)
Connie Niva (1985)	Frank Anderson (1997)	Jeff Moore (2013)
Ray Stephanson (1985)	Dale Pope (1999)	

## Charter Review Committee, 2016

### 2007

4. Ron Gipson *6700 Morgan* [retained; challenged by Charlene Rawson *3000 Nassau*]
5. Drew Nielsen *1300 Hoyt* [retained; challenged by Shawna Forde *2200 Rockefeller*]
6. Brenda Stonecipher *600 Maulsby* [unopposed]
7. Shannon Affholter *1500 Hoyt* [retained; challenged by David Simpson *1500 Fulton*]

### 2009

1. Paul Roberts *800 Hoyt* [retained, challenged by Katie Duke *3900 Gedney?*]
2. Mark Olson *800 Rucker* [did not seek re-election] → Jeff Moore *10400 27<sup>th</sup> Drive SE* [challenged by John Flowers *2300 Wetmore*]
3. Arlen Hatloe *2600 59<sup>th</sup> Street SW* [retained, challenged by Jackie Minchew *5600 S. 2<sup>nd</sup> Avenue*]

### 2011

4. Ron Gipson *6700 Morgan* [retained; challenged by June Robinson *700 Wetmore*]
5. Drew Nielsen *1300 Hoyt* [retained; challenged by Erv Hoglund *700 Wetmore*]
6. Brenda Stonecipher *600 Maulsby* [retained, challenged by Scott Bader *3000 Leonard Drive*]
7. Shannon Affholter *900 Rucker* [retained; challenged by Jackie Minchew *5600 S. 2<sup>nd</sup> Avenue*]

### 2012

5. Drew Nielsen *1300 Hoyt* [died in office] → Gigi Burke [appointed, did not seek election] *Heather Road*; → Scott Bader *3000 Leonard Drive* [defeated June Robinson *700 Wetmore*]

### 2013

1. Paul Roberts *800 Hoyt* [unopposed]
2. Jeff Moore *10400 27<sup>th</sup> Drive SE* [unopposed]
3. Scott Murphy *Heather Road* [retained; challenged by Jackie Minchew, *5600 S. 2<sup>nd</sup> Avenue*]
7. Shannon Affholter *900 Rucker* [resigned] → Rich Anderson [appointed] *1000 Colby*

### 2014

3. Scott Murphy [moved] *Heather Road* → *700 Grand*
7. Rich Anderson *1000 Colby* [defeated] → Judy Tuohy *40<sup>th</sup>/41<sup>st</sup> off of Kromer*

### 2015

4. Ron Gipson *6700 Morgan* [defeated] → Cassie Franklin, *4000 Nassau Place*
5. Scott Bader *3000 Leonard Drive* [retained, challenged by Charlene Rawson, *3000 Nassau Street*]
6. Brenda Stonecipher *600 Maulsby Lane* [retained, challenged by Erik Richerson, *19<sup>th</sup> & Wetmore*]
7. Judy Tuohy *40<sup>th</sup>/41<sup>st</sup> off of Kromer* [unopposed]

# City of Everett Boards, Commissions and Committees

**Animal Shelter Advisory Board**, seven members. Provides input on all aspects of animal control including in-depth review and modification of ordinances.

**Board of Appeals**, seven members. Determines suitable alternate materials, alternate types and methods of construction, proposes equivalent methods or protection or safety and reasonable interpretations regarding various building codes and ordinances.

**Board of Park Commissioners**, seven members. Advises the Mayor, City Council and Parks and Recreation Department on Parks and Recreation activities within the City of Everett.

**Civil Service Commission\***, three members. Provides for the classification of City of Everett employees, competitive and free examinations as to fitness, an eligibility list from which vacancies shall be filled, a period of probation before employment is made permanent, for promotion on the basis of merit, experience and record, and hear appeals from suspension, terminations and reductions in rank.

**Community Housing Improvement (CHIP) Loan Review Committee**, three members, three alternates, four-year terms. Meets primarily during a three-month period from January to March, seven or eight times. Sometimes meets one or two times in the other nine months. The Committee reviews, interviews applicants for housing improvements, and makes recommendations on federal and state funds for housing, human needs, and community development programs/projects. Everett five years it also reviews policy development related to the programs and projects to be funded.

**Council of Neighborhoods**, not to exceed two members from each neighborhood (each member shall be appointed to a separate position). Members are elected by their neighborhood organizations. Council makes recommendations concerning tools and resources needed for planning and development of various neighborhoods, to make recommendations regarding plans, regulations and programs to suit the diverse character of the City's neighborhoods, to make recommendations concerning intercity departmental responses to neighborhood problems and concerns, to encourage the settlement of disputes involving neighborhood groups and prospective land use applicants, to make recommendations as to the budget for the Office Neighborhoods, and other such duties as may be prescribed by the Mayor.

**Cultural Commission**, eleven members. Provides funding for nonprofit arts groups, presents free lectures and musical performances, is responsible for the care and maintenance of the Public Art Collection and oversees an outdoor sculpture exhibition that features sculptures in the downtown.

**Diversity Advisory Board**, fifteen members. Advises the Mayor and City Council on issues of diversity, creates a two-year work plan outlining goals and expectations of the board, and makes recommendations concerning City policies and programs needed to suit the diverse population of the community.

**Historical Commission**, nine members. Advises the City on matters of history and historic preservation. Nominates property to be included on the Everett Register of Historic Places, reviews state and national register nominations, approves restoration tax benefits, provides design review in Historical Overlay Zones and publishes information about Everett heritage.

**Housing Authority**, six members. Meets monthly, and is an independent government organization with its own budget and staff. The Mayor and Council appoint the Board of Commissioners, who comprise the non-elected

“Board of Directors” for the Housing Authority. The Housing Authority owns and operates apartments for low-income residents and provides subsidized rent payments for low-income residents to private landlords.

**Committee for Housing and Community Development**, eleven members. Advises the City Council on matters relating to the preparation of the community’s application for Title I funds under the Housing and Community Development Act of 1974.

**Human Needs Advisory Committee**, seven members. Meets each October to review applications and award grants to nonprofit agencies that render services in Everett to the City’s residents.

**Library Board\***, five members. Selects the library director, adopts a system of examinations under which all appointments except that of library director shall be made, oversees the overall management and control of the library.

**Lodging Tax Advisory Committee**, five members. Reviews and comments on any proposed changes to the imposition, rate, repeal/exemption, or use of revenue received under the City’s lodging excise tax.

**New Markets Tax Credit Advisory Board\*\***, five members. The New Markets Tax Credit program is a federal program intended to spur investment in low income communities and specifically in economically distressed census tracts. The Board provides advice to the Mayor and City Council regarding the use of the City’s New Markets Tax Credit allocation.

**Planning Commission**, seven members. Makes recommendations to the Council, Mayor and other City Departments on the City’s broad planning goals and policies and on such plans for the development of the City as its present and future needs may require. The Commission shall also advise and make recommendations to the Council, Mayor and other City Departments in connection with matters relating to the City’s physical development and redevelopment as may be directed by ordinance.

**Public Facilities District Board**, five members. Authorized to undertake the design, construction, operation, promotion and financing of a regional center (the Xfinity Arena facility).

**Salary Commission**, seven members. Commissioners study the relationship of salaries to the duties of all elected officials and set the salaries for each respective position.

**Senior Center Advisory Board**, nine members. Gives input on various projects and assists in events to raise money for the Everett Senior Center. Also assesses the center’s changing needs.

**Transportation Advisory Committee**, nine members. Studies traffic issues and proposes solutions to the problems. The board also advises on transit services, long-range transportation planning and traffic safety planning.

**Tree Committee**, seven members. Advises on the management of trees on city-owned property and rights-of-way.

\*Boards required by state law

\*\*Board required by federal law

## Draft Statement in Support of Payment-In-Lieu-Of-Tax Limitation in the Everett City Charter

Cities are allowed under State law to tax utilities that operate within their boundaries at rates up to a maximum (generally about 6% of gross billings). Higher rates of utility taxes can be imposed with approval by a vote of the city residents. However, State law is silent regarding taxing or transfers from city-operated utilities to the city's General Fund. This transfer, based on a percentage of gross revenues, is typically called a Payment In Lieu Of Tax (PILOT).

Local PILOT rates vary significantly across the state, from 0% to over 20%, with the median and most common rate being about 6% of gross utility revenue. These PILOT amounts paid to a city's General Fund by its Enterprise (typically utility) Funds, are often in addition to payments by city utilities to the General Fund for City-wide internal services that the utilities use, like all other city departments. In Everett, the utilities (such as the City's combined water/sewer/stormwater utility) currently pay PILOT at 6% of gross revenue in addition to payments for various General Fund departments' services.

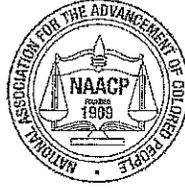
Changing the rate for the PILOT can be accomplished as a part of the annual budget process and requires no specific public notice or separate action by City Council. Though the Everett City Council has a long history of maintaining the PILOT rate at 6%, a fiscal crisis could lead to a significant increase, perhaps to the range of much higher rates currently in place in a few other Washington cities.

Therefore, it is proposed that the Everett City Charter be amended by the addition of the following language to the end of Section 14.2:

"Uniform Limit on Utility Tax Rates. The utility tax rate imposed by the City on any utility owned by the City, including without limitation the City's water, sewer, and stormwater utilities, shall be subject to the same maximum tax rate limitations and voter approval processes as those set forth for other utilities and businesses in RCW 35.21.870(1) or successor statute. This shall also apply whenever the City requires a City-owned utility to pay a percentage of utility revenue to the general fund, usually called a payment in lieu of tax."

This would limit the PILOT rate to about the current level or such higher level as the State may authorize in the future for City-imposed taxes on non-City utilities. It would also allow the City Council to set a higher PILOT rate if approved by the voters.

Snohomish County Branch  
National Association for the Advancement of Colored People



March 26, 2016

Mayor Ray Stephanson  
Council President Scott Murphy  
Wetmore Avenue  
Everett WA 98201

RE: City of Everett Employment, Economic Inclusion, Commission and Board  
Representation and Law Enforcement

Dear Mayor Stephanson and City Council President Murphy:

On behalf of the Snohomish County Branch of the National Association for the Advancement of Colored People (NAACP-SCB), I am writing to request a meeting with you, Mayor Stephanson, and the Everett City Council to discuss concerns brought forward by NAACP members regarding possible racial and ethnic disparities in the City of Everett.

As you know, the NAACP is the oldest and largest civil rights organization in the world and our mission "is to ensure the political, educational, social, and economic equality of rights of all persons and to eliminate race-based discrimination."

Given the City's expressed interest in providing equitable access to employment, services, business and other opportunities to an increasingly diverse community, I would like to discuss the aforementioned concerns. I would also like to review the City of Everett's equity and inclusion plan. Although I welcome the opportunity to speak with the Diversity Advisory Board about their recommendations, I am far more interested in the current statistics on:

1. Employment: hiring, retention, and level within the county
2. Economic Inclusion: contracting opportunities for diverse businesses
3. Commission and board representation
4. Law Enforcement: equity in stops/arrests, fairness in prosecution, and sentencing

This information will either corroborate or invalidate the presented allegations.

Thank you in advance for your timely response to this request. I can best be reached via email [President@naacp-snoco.org](mailto:President@naacp-snoco.org) or at 425-259-1930.

Sincerely,

Janice R. Greene, PhD  
President NAACP-Snohomish County Branch

cc:

Scott Bader  
Cassie Franklin  
Jeff Moore  
Paul Roberts  
Brenda Stonecipher  
Judy Tuohy  
Gerald Hankerson, AOWSAC NAACP President

PO BOX 5676  
Everett, WA. 98206-5676  
[Unit10aa@naacp-snoco.org](mailto:Unit10aa@naacp-snoco.org)  
425.322.6924

## RESPONSES TO INQUIRY FROM NAACP

MARCH, 2016

- The City is currently in the process of updating its citywide Equal Employment Opportunity/Affirmative Action Plan. The biennial update will include employment data that is based on the Equal Employment Opportunity Commission's new race and ethnicity categories.
- For purposes of the existing 2014-2016 Plan, the Snohomish County labor force availability was based on the U.S. Census Bureau American Community Survey, 2006-2010.
- For purposes of the 2014-2016 Plan, the composition of the City's regular full-time and part-time employees was presented as of June 30, 2013.
- The resulting utilization analysis is attached.
- A review of the program indicates that the City is constrained in its ability to completely address its underutilization of minorities and females. These constraints include the following:
  - a. The City has limited numbers of vacancies, retirements, or attrition during the course of each year. This trend is likely to continue for the foreseeable future based on the City's fiscal projections.
  - b. The City typically does not receive a large number of minority or female applicants for its testing processes despite targeted advertisements and other strategic outreach efforts.
  - c. Everett's City Charter has established objective, merit-based civil service requirements for the examination and hiring of most of the City's positions. City ordinance also requires that only the top three candidates from the civil service hiring lists may be interviewed and considered to fill each vacancy. If there are no minorities or females listed among the top three candidates, the City does not have the discretion to hire those from an underutilized group.
  - d. Washington law requires that veterans receive up to ten extra points on civil service testing processes. Our analysis shows that the majority of veterans who participate in the City's examination processes are white male.
- The City has and will continue to attempt to compensate for these endemic constraints by emphasizing its strategic outreach to qualified minorities and females through job fairs, specialized advertising, military and college/university career events, state agencies, diversity events, etc.
- A list of the outreach events attended in 2015 is attached.
- The attached Job Group Movement Analysis included in the 2014-2016 citywide EEO Plan indicated that, between 7/1/2012 – 6/30/2013, there were a total of 1,821 job applicants. Of the 1,821 applicants 34.27% (624) were females and 16.64% (303) were minorities.
- The attached The New Hires Versus Appointment Availability Analysis included in the 2014-2016 citywide EEO Plan indicated that, between 7/1/2012 – 6/30/2013, there were a total of 57 new hires of which four (4) were minorities and nineteen (19) were females for a combined 40 percent of the new hires.
- Based on the City's most recent EEO-4 workforce diversity data (including seasonal employees), as of June 30, 2015, ethnic minorities represented approximately nine percent of the City's total workforce, and females represented approximately 31 percent of the City's total workforce.

Snhomish County Labor Force Availability - 2013  
 U.S. Census Bureau - American Community Survey 2006 - 2010

EEO Job Category	MALE							FEMALE							GRAND TOTAL	Minority
	White	Black	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	TOTAL	%	White	Black	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	TOTAL	%		
Officials and Administrators	24450	635	950	2125	480	28820	17250	180	890	1785	385	20480	49100	15.1%		
Professionals	28345	870	1180	4440	285	33120	27670	540	925	4185	480	33800	66920	19.3%		
Technicians	3980	210	145	1005	115	5435	3710	155	245	735	125	4970	10405	25.3%		
Protective Service Workers	4155	345	375	345	180	5400	1255	25	70	10	30	1390	5780	20.3%		
Administrative Support	28415	1250	1830	3785	510	36810	52705	1195	3450	5380	1450	64190	100000	18.9%		
Skilled Craft Workers	36680	400	4760	2150	820	41790	2455	15	170	685	70	3295	45065	19.9%		
Services-Maintenance	35955	1430	7085	4730	895	50995	39105	1445	5290	5160	970	42970	83065	29.0%		
Grand Total	158940	5140	16345	18580	3295	200270	156150	3555	11040	17840	3610	171095	371365	21.3%		

JOB GROUP MOVEMENT ANALYSIS  
7/01/12 - 6/30/13 RECRUITMENT  
APPLICANT EEOC DATA

7/1/12 to 6/30/13 Employment Application and New Hire Data\*

	Male							Female							Total
	White	Black	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	Did Not State	White	Black	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	Did Not State	
# of Applicants	950	65	55	49	10	41	37	516	15	20	28	7	23	15	1821
% of Total Applicants	52.17%	3.02%	3.02%	2.69%	0.55%	2.25%	2.03%	28.34%	0.82%	1.10%	1.54%	0.38%	1.26%	0.82%	100.00%
# Hired	34	0	3	1	0	0	0	19	0	0	0	0	0	0	57
% of Total Hired	59.65%	0.00%	5.26%	1.75%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%

	Total of All Males	Total of All Females	Total of All Minorities
# of Applicants	1197	624	303
% of Total Applicants	65.73%	34.27%	16.64%
# Hired	38	19	4
% of Total Hired	66.67%	33.33%	7.02%

\*The data reflects the applicants and new hires during the reported fiscal year.

City of Everett EEO-4 Workforce Diversity Data as of June 30, 2015

Count	MALE							FEMALE					GRAND TOTAL	
	WHITE	BLACK OR AFRICAN AMERICAN	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE	TOTAL MALE	WHITE	BLACK OR AFRICAN AMERICAN	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE
994	20	33	31	16	3	1097	445	5	10	13	6	4	483	1580

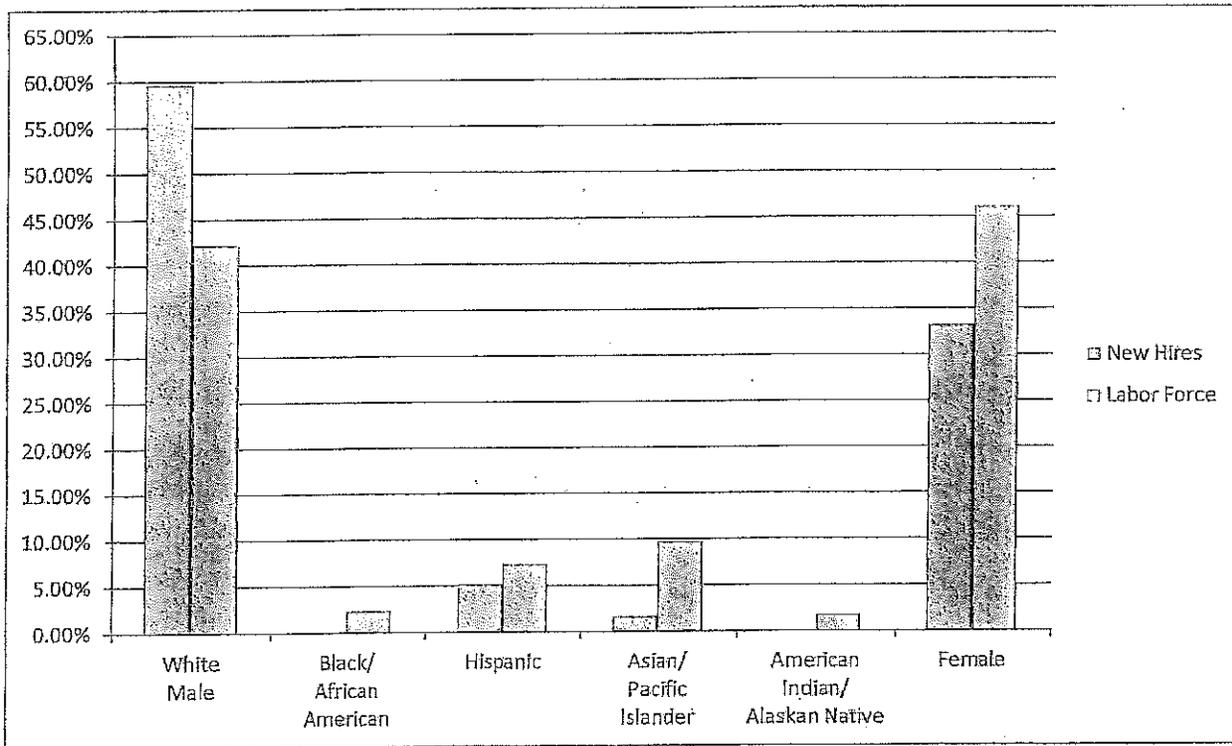
Gender	Race or Ethnicity not Reported
Male	2
Female	3

City of Everett  
Work Force Analysis  
Regular Full and Part Time Employees  
As of June 30, 2013

EEO Job Category	MALE						FEMALE						GRAND TOTAL
	White	Black	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	TOTAL	White	Black	Hispanic	Asian or Pacific Islander	American Indian or Alaskan Native	TOTAL	
Officials and Administrators	# 43 % 72.9	# 2 % 3.4	# 0 % 0.0	# 1 % 1.7	# 1 % 1.7	# 47 % 79.7	# 11 % 18.6	# 0 % 0.0	# 0 % 0.0	# 0 % 0.0	# 1 % 1.7	# 12 % 20.3	# 59 % 100.0
Professionals	# 143 % 63.9	# 2 % 0.9	# 4 % 1.8	# 6 % 2.6	# 1 % 0.5	# 156 % 71.9	# 57 % 23.3	# 1 % 0.6	# 0 % 0.0	# 2 % 0.9	# 1 % 0.5	# 61 % 28.1	# 217 % 100.0
Technicians	# 84 % 55.7	# 1 % 0.9	# 2 % 1.7	# 3 % 2.6	# 1 % 0.9	# 71 % 61.7	# 42 % 36.5	# 0 % 0.0	# 1 % 0.9	# 1 % 0.9	# 0 % 0.0	# 44 % 38.3	# 115 % 100.0
Protective Service Workers	# 225 % 80.4	# 6 % 2.1	# 7 % 2.5	# 10 % 3.6	# 6 % 2.1	# 284 % 90.7	# 23 % 8.2	# 1 % 0.4	# 1 % 0.4	# 0 % 0.0	# 1 % 0.4	# 26 % 9.3	# 280 % 100.0
Administrative Support	# 12 % 10.2	# 0 % 0.0	# 0 % 0.0	# 0 % 0.0	# 0 % 0.0	# 12 % 10.2	# 98 % 83.4	# 2 % 1.7	# 1 % 0.8	# 3 % 2.5	# 2 % 1.7	# 106 % 89.6	# 118 % 100.0
Skilled Craft Workers	# 143 % 68.6	# 4 % 2.6	# 6 % 3.7	# 2 % 1.2	# 3 % 1.9	# 158 % 98.1	# 3 % 1.9	# 0 % 0.0	# 0 % 0.0	# 0 % 0.0	# 0 % 0.0	# 3 % 1.9	# 161 % 100.0
Service-Maintenance	# 150 % 71.8	# 6 % 2.9	# 4 % 1.9	# 1 % 0.5	# 3 % 1.4	# 164 % 78.5	# 43 % 20.6	# 0 % 0.0	# 1 % 0.5	# 0 % 0.0	# 1 % 0.5	# 45 % 21.5	# 209 % 100.0
Grand Total	# 780 % 57.3	# 21 % 1.8	# 23 % 2.0	# 23 % 2.0	# 15 % 1.3	# 862 % 74.4	# 277 % 23.9	# 4 % 0.3	# 4 % 0.3	# 6 % 0.5	# 6 % 0.5	# 297 % 25.6	# 1159 % 100.0

**New Hires Versus  
Appointments Availability Analysis\*  
July 1, 2012 to June 30, 2013**

Action	Total #	White Male	Black/ African American	Hispanic	Asian/ Pacific Islander	American Indian/ Alaskan Native	Female
New Hires	57	59.65%	0.00%	5.26%	1.75%	0.00%	33.33%
Labor Force		42.30%	2.40%	7.40%	9.80%	1.80%	45.10%
New Hire #	57	34	0	3	1	0	19



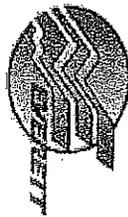
\* Includes regular full-time and part-time employees

**City of Everett  
Utilization Analysis  
(80% Rule)**

<b>EEO CATEGORY # of POSITIONS</b>	<b>City of Everett Workforce UTILIZATION% # of POSITIONS</b>	<b>*CIVILIAN LABOR FORCE FEMALES AND MINORITIES</b>	<b>GOAL</b>	<b>TARGET GROUP</b>
Officials/Administrators 59	Female: 20.3% (12) All Minorities: 8.5% (5)	33.4% 12.1%	Increase Increase	Females All Minorities
Professionals 217	Female: 28.1% (61) All Minorities: 7.9% (17)	40.4% 15.4%	Increase Increase	Females All Minorities
Technicians 115	Female: 38.3% (44) All Minorities: 7.9% (9)	38.2% 21.0%	No underutilization Increase	N/A All Minorities
Protective Service Workers 280	Female: 9.3% (26) All Minorities: 11.5% (32)	16.4% 16.2%	Increase Increase	Females All Minorities
Administrative Support 118	Female: 89.8% (106) All Minorities: 6.7% (8)	51.4% 15.1%	No underutilization Increase	N/A All Minorities
Skilled Craft Workers 161	Female: 1.9% (3) All Minorities: 9.3% (18)	5.8% 15.9%	Increase Increase	Females All Minorities
Service Maintenance 209	Female: 21.5% (45) All Minorities: 7.7% (16)	37.0% 23.2%	Increase Increase	Females All Minorities

**Total = 1159**

\* This report uses the U.S. Census Bureau 2006 - 2010 American Community Survey for Snohomish County, WA.



**2015 CAREER & DIVERSITY FAIR**

<u>Title</u>	<u>Location</u>	<u>Date</u>	<u>Attend Yes/No</u>
<b>CAREER FAIR</b>			
Snohomish County Job Fair (Hansen CR Comcast Arena)	Everett	3/5/2015	Yes
Edmonds/CC/CWU Career Fair	EdCC Edmonds	4/1/2015	Yes
Edmonds/CC Roundtable	EdCC Edmonds	5/5/2015	Yes
Public Safety Career Fair/Pavillion Event Ctr	Renton	6/1/2015	Yes
Snohomish County Tulalip Job Fair	Tulalip	9/10/2016	Yes
Snohomish County Job Fair (Hansen CR Comcast Arena)	Everett	10/29/2015	Yes
St Martins Career Fair	Olympia	11/1/2015	No
<b>DIVERSITY FAIR/EVENTS</b>			
Navy Complex Center (TAP)/Brown Bag	Smky Pt	1/28/2015	Yes
Navy Complex Center (TAP)/Brown Bag	Smky Pt	3/11/2015	Yes
Navy Complex Center (TAP)/Brown Bag	Smky Pt	3/26/2015	Yes
Students of Color Conference	EWCC	3/26/2015	Yes
Veterans Job Fair WorkSource	Marysville	4/1/2015	Yes
Wa Women in Trades	Seattle	5/9/2015	Yes
Navy Complex Center (TAP)/Brown Bag	Smky Pt	5/12/2015	Yes
Immigration Banquet	Everett	6/5/2015	Yes
Navy Complex Center (TAP)/Brown Bag	Smky Pt	6/17/2015	Yes
EPD Open House (North Precinct)	Everett	7/3/2015	Yes
Nubian Jam Forest Park	Everett	7/25/2015	Yes
Joint Base Lewis McChord Career Fair	Tacomia	8/13/2015	Yes
Snohomish County Veterans Fair	Everett	10/7/2015	Yes
EVCC Multicultural Job Fair	EVCC	12/2/2015	Yes

## Debra Bryant

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**From:** Clark Langstraat  
**Sent:** Tuesday, April 05, 2016 12:13 PM  
**To:** Debra Bryant  
**Subject:** NAACP Response

Without knowing any of the specific situations that may have been relayed to the NAACP regarding City contracting opportunities I would have to reply in general terms:

1. All formal bid opportunities are posted on the City's website.
2. The City partners with Community Transit, The Port and the County in events where small local vendors can learn about these opportunities and how to do business with government agencies.
3. Purchasing staff are always available to answer questions from vendors who want to do business with the City.

Let me know if you need anything else.