

**Snohomish City Council Minutes
September 19, 2023**

1. **CALL TO ORDER:** Mayor Redmon called the Snohomish City Council Meeting to order at 6:00 p.m., Tuesday, September 19, 2023. The meeting was held in hybrid format with in-person attendance at the Snohomish Carnegie, 105 Cedar Avenue, Snohomish, and remote online access via Zoom.

- a. Roll Call

Present: Councilmembers David Flynn, Karen Guzak, Judith Kuleta, Felix Neals, Tom Merrill, and Donna Ray; Mayor Linda Redmon

Absent: Councilmember Lea Anne Burke

MOTION by Merrill, second by Neals to excuse Councilmember Burke. Motion passed unanimously (6-0).

- b. Pledge of Allegiance

2. **PRESENTATION** - Snohomish County Sports Commission, Tammy Dunn, Executive Director

Tammy Dunn, Executive Director of the Snohomish County Sports Commission, presented information related to sports tourism throughout Snohomish County, with additional details specific to City of Snohomish. Director Dunn reported on economic impacts, revenue, number of visitors, and types of events held since 2018. Councilmembers asked various questions, and discussed popularity of pickleball and other sports trends, how the economic figures were determined, and how to expand Snohomish's hotel potential. E-sports, especially with teens and school groups, were also increasing in popularity.

3. **PUBLIC COMMENT**

Morgan Davis commented on proposed Averill Field signage.

Milt Grover, Susan Sellers, Ival Salyer, and Faith Licken all commented on pedestrian safety concerns on Terrace Avenue.

Bronn Journey, Andy's Fish House, commented on compliance with temporary structures.

Jim Lewis stated robotics and drones were other popular e-sports.

Bonny Headley, Green Snohomish, commented on plantings at Pilchuck Julia Landing.

Cindy B. advocated for keeping animals near the wildlife refuge safe from traffic.

Jamie Bialek, Snohomish Sports Dome, commented on the economic importance of sports.

Laura Rivera, Snohomish Sports Dome, commented on expanding sports facilities in the City.

4. **APPROVE AGENDA** contents and order

Mayor Redmon requested Council move Discussion Item 7a. ahead of Action Item 6a.

MOTION by Merrill, second by Guzak to move Discussion Item 7a ahead of Action Item 6a, and to approve the agenda as amended. Motion passed unanimously (6-0).

5. CONSENT ITEMS

- a. DESIGNATE Authorization for Washington State Recreation and Conservation Office Grants - PASS Resolution 1454
- b. AUTHORIZE Mayor to Execute Amendment 2 to the Interlocal Cooperation Agreement with Snohomish County Housing and Community Development Urban County Consortium
- c. AUTHORIZE the Mayor to Execute the Woodberry Hills Water Easement Relinquishment Agreement
- d. AUTHORIZE Mayor to Execute a Special Event Contract and Permit for the 2023 Snohomish Classic Car and Hot Rod Display
- e. AUTHORIZE Mayor to Execute the 2023 Snohomish River Run Special Events Permit and Contract
- f. APPROVE the Minutes of the September 5, 2023 special workshop and regular meetings.
- g. AUTHORIZE payment of claim warrants #79383 through #79469 in the amount of \$478,455.83, issued since the last regular meeting.

MOTION by Guzak, second by Merrill to PASS the Consent Items. Motion passed unanimously (6-0).

7. DISCUSSION ITEM (*moved in agenda order at beginning of meeting*)

- a. Density Fringe Overview

Planning Director Brooke Eidem introduced Mike McCrary, Planning Director, and Hilary McGowan, Senior Planner, who provided a presentation on density fringe history and Snohomish County's proposed code amendments. The presentation was made on behalf of Council seeking additional information and clarification from briefings held earlier in the year.

Senior Planner McGowan shared history of the density fringe area, explained how the development regulations were determined in the 1980s (which have been essentially unchanged since created), and how the proposed amendments could affect properties in the density fringe areas. The proposals were intended to allow some flexibility for both permitted uses and development within the fringe area. The County was waiting for FEMA to provide feedback on the proposed amendments before taking them to the County Council for action.

Council asked questions and discussed the following:

- Clarification of limitations and requirements for property development, such as square footage and building footprint changes.
- There were no areas currently within City limits that would be impacted by changes to the code.

- Impact to the City's southern UGA and potential airfield expansion was unknown, as fill was not included with these regulations.
- Allowed uses in the southern UGA would not change; regulations applied to structures.
- Snohomish County was the permitting agency for the southern UGA, but impacts to surrounding flood hazard areas were considered.
- Marshland Flood Control District Board feedback was taken into account while drafting the proposed amendments.
- The City is notified through regular public notice practices of potential development in the fringe area, based on the type of application; not all applications required public notice.
- The floodplain may have changed since initial review in the 1980s, but to redo the study would be a large undertaking.

6. **ACTION ITEM:** Classification and Compensation Review and Update of Approved Salary Tables - PASS Resolution 1453

Human Resources Manager Rebekah Park provided a slideshow of the compensation study overview providing background on the discussions previously held with Council. While Council initially asked for information at 95% of market high, staff included data for 90%, as they felt at 90% the increases would be more sustainable and better stewardship of public funds.

HR Manager Park and Finance Director Alisha Hendren reviewed financial impacts of each option, for both represented and non-represented staff, and explained proposed changes: Increase from three to six steps for non-represented staff (six steps provided already for represented staff), aligning the increase from step to step to a consistent amount (5.25% between steps for non-represented, and 5.26% for represented), and re-categorizing certain positions.

Council asked questions to which staff responded:

- Options presented include fiscal impacts of benefits, benefit increases, and taxes not previously shared.
- Consideration also given the Snohomish County Sheriff's Office contract was projected to increase significantly for the 2024-2026 term.
- Increase between steps reflected a balanced approach, without reducing salaries.
- No staff were displaced; some were re-aligned to better reflect actual job responsibilities.
- Expected L&I increases have been factored.
- Staff will be affected differently, depending on their current salary, but no salaries would be reduced; all still subject to the annual cost of living adjustment (COLA) already approved by Council.

Public Comment:

Morgan Davis supported increasing salaries for staff at 90%.

Public Comment Closed.

Councilmember Ray was concerned the City could limit itself by opting for the 90%. HR Manager Park responded 90% was more sustainable long term, although 95% was more marketable when recruiting. Staff also considered anticipated retirements, needs of

recruiting, and changes in the economy which could all impact salaries. It was advisable to do another compensation study in about four years.

MOTION by Guzak, second by Ray to PASS Resolution 1453 adopting updated employee salary schedules effective January 1, 2023 to achieve 90% of market high, including the HR Specialist.

Councilmember Flynn inquired how 90% would affect the budget given other projects that were scheduled. Director Hendren agreed, stating 90% was a conservative approach but met what the City needed to support City staff, especially the vulnerable positions. Staff continued to review the budget in terms of infrastructure projects and cost increases for law enforcement services. Staff could be more forward-thinking going into 2025-2026, as services improved and projects undertaken that would bring more value to the City.

Council President Merrill remarked increasing salaries was less expensive than recruiting, if candidates could even be found. He verified that at 90%, none of the most vulnerable positions would be at the ceiling. Director Hendren replied that was correct, and methodology to ensure longevity was built in as well.

Councilmember Neals mentioned COLA impacts, and requested more details on rate increases staff mentioned during the presentation. Director Hendren replied as part of the Comprehensive Plan review process, staff were evaluating rates overall. Administrator Thomas added staff was drafting an RFQ to conduct a rate study, together with long-term capital planning.

Council President Merrill supported the motion, and stated that future work plans including the compensation study every 3-4 years would be beneficial.

VOTE ON MOTION: Motion passed unanimously (6-0).

7. DISCUSSION ITEMS

- a. Density Fringe Overview (*moved earlier in the agenda order at beginning of meeting*)
- b. Terrace Avenue and 16th Street Improvement Alternatives

City Engineer Yosh Monzaki introduced the topic to discuss alternative options to address multimodal forms of transportation near the Woodberry Hills development on Terrace Avenue. He reviewed the current conditions, work the developers were required to perform, and work the City has done to address concerns. He shared photos of a similar project in Seattle, along with solutions they performed, to provide a visual of what could be asked of neighboring properties as work would require the City construct within the right-of-way, removing those areas from residents' use (such as parking). Given the slope in the area, driveways would need to be cut, with railings and retaining walls installed.

City Engineer Monzaki shared Hanover, New Hampshire's solution of installing advisory shoulders on a street where widening was not an option. Public outreach a year after installation indicated the system seemed to work well, leading to re-installment of the advisory shoulder after the road was paved. City staff suggested advisory shoulders as an option on Terrace, until the Woodberry Hills development was fully constructed and

roadway improvements could be completed. Public outreach would then be solicited to see if the advisory shoulders should be retained.

Options to help control traffic at the intersection of Terrace Avenue and 16th Street included all-way stop signs or a mini-roundabout. Public Works Director Nova Heaton explained the benefits and drawbacks of each option. Staff also considered shoulder improvements at the intersection to widen the area for pedestrians, such as regrading and filling the ditch with gravel.

A new connector street extending from 22nd Street would include a two-lane road, sidewalk and utility improvements, and would provide a second access for Terrace Avenue, potentially reducing traffic volumes in the area of concern. City staff planned an open house to discuss these options and gather feedback from the public.

Council and staff discussed:

- Approximate cost of at least \$900,000 to install full curb, gutter and sidewalks on a portion of Terrace was preliminary, and impacted property owners still needed to be contacted.
- Prioritizing sidewalk improvements City-wide; a consistent evaluation process was needed to ensure equity.
- New Hampshire's road was low-travel, with about 500 daily trips. Counts on Terrace last year indicated roughly 1,000 daily trips. Some studies suggested advisory shoulders worked on roads with upwards of 5,000 daily trips.
- With advisory shoulders, motor vehicle traffic on Terrace would be reduced to one-lane, and marked for two-lane travel closer to the intersection. Crosswalks and improved shoulders could be utilized for pedestrians where the road changed to two lanes for vehicles.
- Deficient sidewalks and crossings throughout the City were identified in the ADA Transition Plan, presented to Council earlier this year.
- Public input and concerns have been presented to staff regarding other areas in the City, not just Terrace.
- Staff was considering several alternative and creative solutions, such as advisory shoulders and other newer technologies, to address sidewalk concerns, which might require the community to shift its way of thinking about transportation.
- Level of service (LOS) for multimodal forms of transportation--not just cars--would be evaluated through various City practices (zoning, PROS, Complete Streets, etc.).
- Difficult to place a single price on fixing all sidewalks; funding options existed in requiring developers to install sidewalks with their projects, incorporating improvements with other capital projects, grant opportunities, and local improvement districts (LIDs).
- More information would become available and shared with Council and the public as the City developed its Complete Streets and ADA compliance programs.

Mayor Redmon shared a neighborhood meeting has been scheduled for October 18, 2023, at 6 p.m. at the Carnegie. Postcards would be mailed to Terrace Avenue area residents, with other notifications made through social media and the City's website.

8. OTHER BUSINESS/INFORMATION ITEMS

In response to public comment, Councilmember Ray questioned a potential change in the Woodberry Hills development. Director Eidem replied the type (detached single family) and

number of structures for the development (111) had not changed, and size of structure was not reviewed during the permitting process.

Councilmember Kuleta remarked on garbage overflowing receptacles downtown, and voiced concerns heard from businesses. She understood staff was limited, and garbage pickups were contracted for certain times. Businesses should take some responsibility to keep their areas clean, and bags of household trash should not be deposited in these bins. Administrator Thomas and Director Heaton responded staff have been in contact with HDSA and Republic Services on ways to alleviate the garbage from accumulating, such as ensuring bins are the right size, and frequency of pickups.

Councilmember Guzak suggested funding for public art to be included in the plans for the civic campus, citing the library as an example of how art was incorporated into a construction project. She mentioned the cultural and economic benefits of sports and a creative community. Administrator Thomas reported staff was working on arts and culture recommendations, and would have further information for Council in early December.

Council President Merrill had read an article about large corporations buying housing stock, and inquired if such was occurring in Snohomish; the practice of which could reduce housing stock for first-time homebuyers. Staff would research and report back.

9. COUNCILMEMBER COMMENTS/LIAISON REPORTS

Councilmember Flynn was looking forward to working with public arts, and shared details about the upcoming first annual Snohomish Studio Tour. He also commented on light pollution and affect lighting can have on migratory birds.

Councilmember Neals thanked those he has seen picking up garbage around town, and cautioned about misinterpretations appearing in articles and on social media, especially in regards to temporary structures at business locations.

Councilmember Kuleta commented on Brian Mills resigning from the Public Safety Board.

10. COUNCIL PRESIDENT'S ITEMS/REPORTS - None

11. STAFF BRIEFINGS - None

At 8:51 p.m., **MOTION** by Neals, second by Merrill to extend the meeting until 10:00 p.m. Motion passed unanimously (6-0).

12. CITY ADMINISTRATOR'S COMMENTS - Administrator Thomas shared the following:

- Letters were sent to applicable business owners which provided an option for developing a compliance plan if they wished to retain temporary structures, such as tents. The City wanted to work with businesses, but needed to find a balance between public safety and fostering business.
- City staff and the Police Department were taking a variety of action based on traffic concerns on Maple Avenue, and were expanding the overall effort to gather data at other intersections to ensure equity. The information would also be used for the Transportation Plan portion of the Comprehensive Plan, Complete Streets, and ADA Compliance.
- A groundbreaking for the new play area at Averill Field will be held next Wednesday, at 10 a.m.

- Starting October 5, 2023, City Hall's lobby will be open on Thursdays without an appointment, making City Hall's weekly schedule open Tuesdays through Thursdays 8 a.m. to 4 p.m., and by appointment on Mondays and Fridays.

13. **MAYOR'S COMMENTS** - Mayor Redmon urged anglers to responsibly pack out garbage and fish offal when using Pilchuck Julia Landing, and not to dispose of them in the portable toilets, bushes, or leave them on the dock.

14. **RECESS TO EXECUTIVE SESSION** to discuss pending litigation pursuant to RCW 42.30.110(1)(i)(i), with no action to follow.

MOTION by Merrill, second by Flynn to adjourn the meeting at the end of the executive session. Motion passed unanimously (6-0).

At 8:58 p.m., Council recessed for ten minutes, and withdrew to Executive Session to begin at 9:10 p.m., providing time to transition between meeting spaces. Session to last 25 minutes, until 9:35 p.m.

At 9:35 p.m., Administrator Thomas announced extension of the Executive Session for five minutes, to 9:40 p.m.

15. **ADJOURN** - There being no objection, the meeting adjourned at 9:40 p.m.

APPROVED this 3rd day of October, 2023.

CITY OF SNOHOMISH

ATTEST:

Linda Redmon, Mayor

Brandi Whitson, City Clerk