

PUBLIC SAFETY, PERSONNEL & PLANNING COMMITTEE MEETING
February 11, 2020

Elected Officials Present

Councilmember Kristiana Johnson (Chair)
Councilmember Laura Johnson

Staff Present

Acting Police Chief Jim Lawless
Jessica Neill Hoyson, HR Director
Jeff Taraday, City Attorney
Shannon Burley, Deputy Parks & Recreation Dir.

The meeting was called to order at 7:05 p.m. in the Police Training Room. Item 4 was moved to the beginning of the agenda.

4. Discussion Executive Assistant to Council Contract

Ms. Neill Hoyson relayed Council President Fraley-Monillas inquired about the Council Executive Assistant being classified as a regular employee versus a contracted employee. From a human resources perspective, the work the position does and the terms of employment related to benefits, compensation, etc. can be addressed the same as any other regular employee through policies, procedures, hiring letters, etc.

Mr. Taraday explained under state law in a strong mayor form of government, mayors have the right to hire and fire all employees. He read from Section 2.03.010, executive assistant to council, adopted by Council in 2014 which reflects the interest in Council retaining control including hire/fire authority over this position. Ultimately the Council can change the position to be a regular employee of the City but there are ramifications such as the Council loses hire/fire authority. The Council controls the job description of all regular employees and the Mayor oversees the employees.

Discussion followed regarding ramifications of the position being a regular City employee, what department/branch of government the employee would be employed by, pros and cons of the position being a regular employee, why some positions are contract, how the current contract employee feels about this, concern with the lack of a performance review, the Council President's supervisory authority over the position, ensuring the position functions as originally intended (½ legislative assistant and ½ executive assistant), whether there is a structural issue with the position rather than a performance issue, concern the job description does not include legislative assistant, providing more structure to the position by revising the code language, status of the performance review and whether current or former Councilmembers would be consulted for input, need to extend the current contract or approve a new contract, and possibly holding an executive session to discuss performance.

Action: Extend the current contract and possibly hold an executive session to discuss performance. Further discussion by Council regarding the position before making a decision about changing the classification.

1. Interlocal Cooperative Agreement Between Edmonds School District and City of Edmonds for Police Coverage at School District Events

Acting Police Chief Lawless explained historically the Police Department has provided security services for afterhours events at the school such as football games, dances, graduations, etc. The previous contract with ESD only addressed athletic events and dances and other events were addressed via individual service contracts. This agreement encompasses at all afterhours events. The cost of the officers is reimbursed by ESD.

Acting Police Chief Lawless responded to a question regarding whether the contract requires ESD to only use police officers for afterhours events.

Action: Schedule on Consent Agenda

2. Edmonds School District Security Camera Inter-Local Agreement

Acting Police Chief Lawless explained in September 2019, the Council approved an inter-local agreement between ESD and the City for access to ESD's internal security system to view live feed video surveillance. Before approving the agreement, ESD determined changes needed to be made to the agreement; none of the changes were of concern to the Police Department or the City Attorney.

Discussion followed regarding the reference to the Parkland Commission in the agreement, recommendations made by the Parkland Commission, surveillance and privacy issues, what constitutes a tactical response, response for a bomb threat, language in Central Valley Spokane's agreement, what constitutes an emergency that allows the Police Department to access video, inter-local language provided by ESD, when an emergent situation ends, and when video becomes a public record.

Action: Schedule for as action item for full Council

3. Field Arborist Job Description

Ms. Burley provided background on the position, explaining a full-time Parks employee currently dedicates 10 hours/week to arborist functions. The Council approved a full-time arborist position via the 2020 budget process. The greatest needs are an arborist in the field and implementing the Urban Forest Management Plan. The position will first be opened internally and then externally if a qualified applicant is not identified. The job description will need to be negotiated with the union.

Ms. Burley and Ms. Neill Hoyson responded to questions regarding whether the contract requires priority be given to an existing employee, and interdepartmental collaboration.

Action: Schedule on Consent Agenda following union approval

Councilmember K. Johnson invited staff to provide input to Council regarding their preference for Council committees or study sessions.

The meeting was adjourned at 7:59 p.m.