

City Council Interview Questions
Redmond Salary Commission
 April 6, 2023

Business Questions:

1. Karen: How many hours do you spend on your City Council functions during an average week?

<u>Composed of:</u>	<u>Obligatory Hours *</u>	<u>Discretionary Hours **</u>
Meeting preparation	_____	_____
Council meetings	_____	_____
Committee meetings	_____	_____
Other public meetings	_____	_____
Community meetings	_____	_____
Meetings on regional/national issues or committees	_____	_____
Staff briefings/other preparation	_____	_____
Meetings/phone/e-mail contact with Constituents	_____	_____
Participation in community events	_____	_____
Other (please list below)	_____	_____

NOTES:

* *Those hours that are mandatory or essential to performing the basic requirements of your role such as Council meetings, study sessions, and assigned boards or commissions.*

** *Those hours that result from individual choice as a means to enhance or better perform your role as a council member.*

2. Kara: What out-of-pocket expenses do they have associated with the job?
3. Othman: Do you think current City Council compensation is appropriate/fair? Why or why not? In what areas is current City Council compensation deficient?
4. Chandra: How much do you receive in your net paycheck?
5. Matt: Would you take on more boards/commissions if your pay was higher?
6. Fernando: Do you rent or own your home?
7. Matt: If you lost your external income, would you be able to sustain current housing payments on the Council's salary?
8. Fernando: If you have a fulltime job, what council obligations do you feel you would you have to give up.?
9. Othman: Do you think it is possible for a single parent to be a Redmond City Council member?
8. Karen: Is there anything else you would like us to know?

City Council Interview Questions
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Name: Vanessa Kritzer

Business Questions:

- Karen: How many hours do you spend on your City Council functions during an average week?

<u>Composed of:</u>	<u>Obligatory Hours *</u>	<u>Discretionary Hours **</u>
Meeting preparation	_1_____	5_____
Council meetings	_4_____	4_____
Committee meetings	1_____	1_____
Other public meetings	0_____	Not sure__
Community meetings	0_____	1_____
Meetings on regional/national issues or committees	3_____	3_____
Staff briefings/other preparation	0_____	1_____
Meetings/phone/e-mail contact with Constituents	0_____	3_____
Participation in community events	0_____	2_____
Other (please list below)	_____	_____

NOTES:

* *Those hours that are mandatory or essential to performing the basic requirements of your role such as Council meetings, study sessions, and assigned boards or commissions.*

** *Those hours that result from individual choice as a means to enhance or better perform your role as a council member.*

2. Kara: What out-of-pocket expenses do they have associated with the job?

- Travel costs when we go to events (although I recently learned we can submit for gas and can get an Orca card – I was never made aware of this until recently).
- Buying coffee to meet with constituents at coffee shops (we have been working on setting up a council office space to meet with constituents to solve for this issue, but until recently coffee shops were the place to meet)
- When partners or family are not available, some money is needed for childcare to be able to attend events, meetings, etc.

3. Othman: Do you think current City Council compensation is appropriate/fair? Why or why not? In what areas is current City Council compensation deficient?

- I think it should be higher given increases in cost of living and if we want people to be able to do the job who may need funding to cover some expenses like childcare, which is very expensive in our community right now.
- It would be good to clarify policies on travel benefits for councilmembers such as Orca Card access or reimbursements for miles traveled

4. Chandra: How much do you receive in your net paycheck?

\$1421 (I do not contribute much to retirement through the city or use healthcare through the city at this time. I used to get healthcare through the city and paid about \$1000 per month from my paycheck to have my family on it.)

5. Matt: Would you take on more boards/commissions if your pay was higher?

No. I already have taken on representation of the council on 8 regional boards/committees at the current pay. I do it because I care about making a regional impact. I will note that I did take on several new committees when I transitioned to having my daughter in daycare and didn't have another fulltime job, so I do think that having support to pay for things like childcare or not have to do another fulltime job can help encourage participation in commissions. However, it's worth considering that multiple of our councilmembers who also haven't had full time other jobs only do 0-2 committees. I think the rate of participation on these boards has more to do with individual councilmembers' interest in doing regional work than the pay.

6. Fernando: Do you rent or own your home?

I own now. I was a renter when I got on the council.

7. Matt: If you lost your external income, would you be able to sustain current housing payments on the Council's salary?

Not with council salary alone.

8. Fernando: If you have a fulltime job, what council obligations do you feel you would you have to give up?

I just got a fulltime other job this year and had to stop participating in one regional committee that met during the day because of the time it took up in both meeting hours (3 per month) and prep hours (2 per month).

9. Othman: Do you think it is possible for a single parent to be a Redmond City Council member?

As the only parent of children under 18 on the council, and the first Redmond councilmember to have a baby while in office, I can share that being an elected while parenting is challenging, but doable. And I hope we'll get more parents of young children on the council in the future. I am lucky to have a partner who watches my children most of the evenings or weekend times when I am away for council work or events. When he is not able, we use childcare or family support. For a single parent, I think this would be very challenging, but they could manage it with some form of childcare. They may not be able to do as many discretionary activities as others.

8. Karen: Is there anything else you would like us to know?

I appreciate your consideration of this important issue and time spent volunteering!

City Council Interview Questions
Redmond Salary Commission
 April 6, 2023

Name: Steve Fields

Business Questions:

- Karen: How many hours do you spend on your City Council functions during an average week?

<u>Composed of:</u>	<u>Obligatory Hours *</u>	<u>Discretionary Hours **</u>
Meeting preparation	6	
Council meetings	4	
Committee meetings	5	
Other public meetings	2	
Community meetings	4	
Meetings on regional/national issues or committees		
Staff briefings/other preparation	3	
Meetings/phone/e-mail contact with Constituents	5	
Participation in community events	3	
Other (please list below)		

NOTES:

* Those hours that are mandatory or essential to performing the basic requirements of your role such as Council meetings, study sessions, and assigned boards or commissions.

** Those hours that result from individual choice as a means to enhance or better perform your role as a council member.

The 30 hours listed above are typical and consistent levels of time to conduct research and participation needed to meet the requirements of insight needed for the formal council

agenda decisions established. Discretionary time as described ** depends on so many factors such as my available time, opportunity, and issues. For example the amount of time I have spent researching and advocating on environmental, bike safety, affordability of lives, better growth and city planning, equity has almost been full time at times over the past 5 years!

2. Kara: What out-of-pocket expenses do they have associated with the job?
Home Office, unreimbursed mileage, subscriptions, materials
3. Othman: Do you think current City Council compensation is appropriate/fair?
Why or why not? **Redmond is a growing and complex community and requires a very engaged and concentrated elected leadership. It is essential in our Mayor/Council form of government that we maintain good checks and balanced for a healthy local democracy. Engaging as a council member with residents essential for the complex decisions that we make as a city council. This is not well recognized in the current 1/4 time assessment of our work.**
In what areas is current City Council compensation deficient? Time, benefits, compensation, staffing support
4. Chandra: How much do you receive in your net paycheck? **About \$3,900 annually. This because I use most of my City income to purchase health insurance for me and my family through the City insurance program**
5. Matt: Would you take on more boards/commissions if your pay was higher?. **Not likely. I believe as an elected representative it is my duty to meet with the community and residents. I do quite a bit of that already, but that is where I believe we are not meeting the need. Even though I go to many community events, meet with many on an individual basis, I see more engagement as an essential use of my time. Boards and committees are important but it can also result in an echo chamber of career politicians as well.**
6. Fernando: Do you rent or own your home? **Own Home**
7. eMatt: If you lost your external income, would you be able to sustain current housing payments on the Council's salary? **Yes**
8. Fernando: If you have a fulltime job, what council obligations do you feel you would you have to give up.? **I would give up the many things I would like to add to what I do**
9. Othman: Do you think it is possible for a single parent to be a Redmond City Council member? **That depends on so many things. But I do hope that we can find a way to compensate a very diverse number of people and incomes who take on this work and reduce their challenge of making ends meet**
8. Karen: Is there anything else you would like us to know?
Yes. I have been on Council for 5 and 1/2 years. I feel this has been a very rewarding yet very difficult experience. Although I own a small business with my wife, work with youth baseball, and do small business consulting, the reality is my time is more flexible than many others who have full time jobs. As I look to retire from city council in two years, I hope that as I encourage people to replace me that I can tell them you will be appreciated by the City and compensated more fairly than our recent past.

City Council Interview Questions
Redmond Salary Commission
 April 6, 2023

Name: _____ Jessica Forsythe _____

Business Questions:

1. Karen: How many hours do you spend on your City Council functions during an average week?

<u>Composed of:</u>	<u>Obligatory Hours *</u>	<u>Discretionary Hours **</u>
Meeting preparation	<u>4</u>	
Council meetings (Business/Study Session)	<u>3</u>	
Committee meetings (Committee of the Whole)	<u>1</u>	
Other public meetings	<u>1</u>	
Community meetings	<u>2</u>	
Meetings on regional/national issues or committees (webinars, research, meetings)	<u>4</u>	
Staff briefings/other preparation	<u>3</u>	
Meetings/phone/e-mail contact with Constituents	<u>5</u>	
Participation in community events	<u>4</u>	
Other (please list below)	<u>I view all these hours as critical to performing the basic job duties as expected by the public who elected us. As recently learned in the Mayor’s Salary discussion had by Council at the 3/38 Study Session, there is no minimum or maximum to the number of hours an elected official works under state law.</u>	

NOTES:

* Those hours that are mandatory or essential to performing the basic requirements of your role such as Council meetings, study sessions, and assigned boards or commissions.

*** Those hours that result from individual choice as a means to enhance or better perform your role as a council member.*

2. Kara: What out-of-pocket expenses do they have associated with the job? **Gas/Milage, Coffee at meetings (we cannot accept community members to buy for us), registration fees to various community events and fundraisers, work from home expenses as we do not have dedicated offices in City Hall.**
3. Othman: Do you think current City Council compensation is appropriate/fair? Why or why not? In what areas is current City Council compensation deficient? **I believe the current Council pay does not promote pay equity (which the City Council is working hard to achieve for City Staff) and prevents new and low-income community members from running for office. The community expects a high level of service and accountability from its elected officials, but the pay is not commensurate with those expectations. I believe communities like Bellingham and Tacoma have made great strides in making pay equity a reality in relation to the scope of work and expectation of the Community. Additionally, as elected officials, we take on a lot of personal risk, such as being sued over how we vote, all personal finances being published (via F1 disclosure), and our home addresses being public record.**
4. Chandra: How much do you receive in your net paycheck? **\$12.03**
5. Matt: Would you take on more boards/commissions if your pay was higher? **Absolutely! This year I had to make the difficult decision to give up my appointed seat on the Growth Management Policy Board. The meetings are 4-hours long during the work day (Thursday morning once a month) and require several hours prep work/reading in order to be fully engaged. I enjoyed the work and representing the City of Redmond's values and pushing neighboring cities to do the hard work in an area where we are considered a leader. Ultimately, I had to reevaluate the impacts on my day job, time, and finances to ensure I would be able to afford my rent. So, something had to go.**
6. Fernando: Do you rent or own your home? **Rent. I am the only renter on Council. I consider myself incredibly lucky in that I rent from a private party and my rent has not increased in several years making it below market rate.**
7. Matt: If you lost your external income, would you be able to sustain current housing payments on the Council's salary? **No. In fact, this did happen to my household this January. My net income is \$12.03 a month due myself and my husband utilizing the City's health insurance. In July, when the Long Term Care tax kicks in my net pay will be approx. \$.33. There's also a monthly -\$77.70 deduction due to City clerical errors when I first joined Council that will not be paid off until 2029. I'm open to elaborating further on any of this when we meet on 4/6.**
8. Fernando: If you have a fulltime job, what council obligations do you feel you would you have to give up.? **I currently work for myself as a freelance Art Director so I am able to be creative with my schedule. If I had a traditional 9-5 my employer would have to be amenable to leaving work by 4pm every Tuesday for our Committee Meetings that start at 4:30pm, allow for the ability to attend regional committees during core work**

hours, and flexibility to attend City events such as the State of the City that occurred last week.

9. Othman: Do you think it is possible for a single parent to be a Redmond City Council member? **Given I am not a parent and there are too many variables at play for this question, I do not feel adequately qualified to answer.**
8. Karen: Is there anything else you would like us to know? **Council is the legislative body and a co-equal branch of City government. We are the body making policy decisions effecting everyday life in Redmond and answering to the community. We do this work because we care deeply for our community. Being adequately compensated for our time would allow for a more diverse candidates to run for office and speak for the greater community at large.**

Mary Grady

From: Jeralee Anderson
Sent: Wednesday, March 29, 2023 11:40 AM
To: Cathryn Laird
Cc: Mary Grady; Malisa Files
Subject: RE: Questions for 4/6/2023 Salary Commission meeting

Follow Up Flag: Follow up
Flag Status: Flagged

City Council Interview Questions Redmond Salary Commission April 6, 2023

Name: Jeralee

Business Questions:

1. **Karen: How many hours do you spend on your City Council functions during an average week?**

I see the proposed definitions below, but per Council rules, the only “obligatory” requirements are attending regular business meetings twice per month, and as needed special meetings, everything else is “discretionary” and some are implicit norms (traditions). Study sessions and committee meetings are discretionary/norms because attendance is not required by all council members at all times, only a quorum. There are no defined consequences for absences and council would have difficulty enforcing such consequences anyway because electeds can’t apply rules to govern other electeds, except to attempt to forcibly remove councilmembers for egregious violations of the law.

Below I used colors to denote **obligations** and **norms**. There is no “extra credit” for more hours beyond the norms or for being everywhere at everything. The city/community receives little tangible benefit for such investments of time, talent and energy and this is ultimately an individual *preference*. Positions should not cater to the preferences of the individual, they should cater to the preferences of the city government and its community. The city does not prefer to have uncontrollable, untrained professionals messaging on the behalf of the city who have significant power over the staff causing drama. Does the community also prefer this? What does the community prefer? This isn’t defined anywhere by any sort of metric but it might be helpful to articulate in whereas clauses as intentions.

<u>Composed of:</u>	<u>Obligatory Hours *</u>	<u>Discretionary Hours **</u>
General meeting preparation	none	
<u>1-3 depends on length of agenda for every meeting including boards and commissions external to city, this is par for course for high-content governance roles</u>		
Council meetings month	12 hours - 3 hours 4 times per 0 discretionary	
Committee meetings	none	
	4 hours per month	
Other public meetings such as special meetings and executive sessions		1 hour on average every month
Community meetings		as scheduled by staff, typically 1-3 times per year for 3 hours, these are often <u>special meetings</u> that are held as open events off-site
Meetings on regional/national issues or committees	0	
	20 hours per month	
Staff briefings/other preparation	0	
	1 hr per month if a committee chair or council leadership (time commitment is same for both roles in my experience)	
Meetings/phone/e-mail contact with Constituents	<u>0</u>	
<u>requested</u>		<u>1 hour per month as needed,</u>
Participation in community events		_____
	<u>half day 2-3 times a year</u>	
Other (please list below)		_____

<u>Obligatory</u>		

- Public records requests (2-4 hours per year)

All discretionary

- Onboarding - 8 hours
- Dealing with matters of public employment including tech support and payroll/benefits, cybersecurity training - 4 hours per year
- Offboarding - 1 hour (e.g. return equipment, exit interview)
- Preparation for outside meetings on regional/national issues or committees in leadership roles (+1 hour) - in outside groups, you may also take on leadership roles which adds (+1 hour)
- Emails with staff, coordinating resources for committees, coordinating with staff on city legislation (8 hours a month)
- Completing surveys and facilitated requests for information (2 hours a year)
- Meeting with other councilmembers or the Mayor or outside elected officials or board representatives in person or on the phone (4 hours a month)

NOTES:

* *Those hours that are mandatory or essential to performing the basic requirements of your role such as Council meetings, study sessions, and assigned boards or commissions.*

** *Those hours that result from individual choice as a means to enhance or better perform your role as a council member.*

2. Kara: What out-of-pocket expenses do they have associated with the job?

None. Councilmembers can deduct mileage in service of outside nonprofit organizations on their individual taxes at the federal rates and there is no compensation for commuting to work (e.g. council meetings). Many outside nonprofits that include service obligations off-site from City Hall have reimbursement policies for expenses and now offer hybrid meetings. The City pays for most off-site costs.

I assume, perhaps wrongly, if there was an engagement where I was permitted to represent the City, I would be able to borrow a City vehicle for this purpose or be reimbursed for travel. Typically, I have been offered the opportunity to carpool with staff when this kind of thing happens.

3. Othman: Do you think current City Council compensation is appropriate/fair? Why or why not? In what areas is current City Council compensation deficient?

No, it is not fair because there is an imbalance of compensation across all elected, which disempowers the council as a body when compared to the Mayor. Currently, there are 7 councilmembers that are paid $7 \times 18648 = 130,536$ and 1 mayor that is paid 145,000. This is not fair because the bodies of work and expectations are substantially similar. Those include: participating in meetings of the Council, advocating for city policies externally (lobbying), and developing legislation. With exception of participating in meetings, the City tends to outsource to contractors or staff for the other bodies of work.

Additionally, it is not clear that an annual COLA applied or not, so pay does not keep pace with the local economy. COLA should be applied uniformly to all people on payroll.

That said, life is not fair. The rose colored lenses I had on for the first year of council are gone. The city does not have an explicit commitment to fairness in its values.

4. Chandra: How much do you receive in your net paycheck?

I think about \$1500 a month. Keep in mind some people will have benefits taken out so this will vary, gross pay is a better measure of comparison because the commission does not control individual people's living situations. My understanding is that there is a healthcare benefit that is optional, but we have to pay into the system not to participate. I just got a tax record for the first time that says I paid \$333 not to have healthcare under ACA but I think it is wrong and previously I am not sure if the social security benefits were paid, and my tax bill was an extra \$2500 per year even though I did extra withholding on my W-4 for the City and my day job.

5. Matt: Would you take on more boards/commissions if your pay was higher?

Yes.

6. Fernando: Do you rent or own your home?

Own, but I acquired it through a death in my family at a time in the market that was low after the recession and would not be able to afford it today even if I sold this unit and tried to rebuy a similar unit in city limits. I have no economic mobility and would give it away in a heartbeat if the person I lost could be brought back to life.

7. Matt: If you lost your external income, would you be able to sustain current housing payments on the Council's salary?

No, the routine costs of living here have exceeded the council salary.

8. Fernando: If you have a fulltime job, what council obligations do you feel you would you have to give up.?

I ran for Council specifically because the time commitments required for the job occurred after normal work hours. At the time I first ran, I didn't know about the daytime commitments or any of these opportunities for broader service. I also did not care about them, and they were not a driving factor in my decision to run for office, nor was the pay. The pay was a nominal perk of the duties I sought. I did not accept any extra appointments in my first year of Council. The City staff shared these as "volunteer opportunities" not "obligations."

I have a full-time job where I am the CEO and report to a board that operates in partnership with me and my staff. This gives me substantial control, privilege, and flexibility of my non-work time commitments and my own employment policies. I will share the example of my experience as a nonprofit executive, because it is also considered public sector and I think it is substantially similar to government. In my CEO role, I have to advise my board of any commitments I make outside of work and cannot take on roles with any perceived conflicts of interest, conflict of benefit, or conflict of loyalty.

However, I am allowed to participate during “work hours” (e.g. M-F 8-5) in positions where my area of expertise is substantially similar to the topic. For Redmond Council, most outside boards and commissions meet during work hours, because the reality is that organizations that support these volunteer opportunities are nonprofits also and work normal hours M-F 8-5. That is when their staff works, so that is when those opportunities are available. This does not mean that the number of hours I am accountable for at my own work are less. For me, if I have to go to a regional committee meeting that starts at the beginning of the day or mid-day, my day job work hours are displaced to odd hours of the day and weekends instead of a standard work week. Most jobs are not at all this flexible, so these roles would not be accessible to someone with a standard 9-5 unless this position was full-time.

Further, at the beginning of January, for example, in collaboration with my own volunteer board, we decided to change our work hours policy and reduced the number of work hours to a 32 hour work week for all salaried full-time staff. This theoretically “opens up” 8 hours if you are assuming a standard of 40 hours per week is “normal.” For an executive role, especially during important times of year or for special projects at work, I typically put in 50 hours of work per week in my day job, which is salaried, and I am able to balance that with flexing hours later and vacation time. In this job, I currently make 67% of Redmond’s median household income.

You can look at this as a disadvantage to my nonprofit business, too. For example, I simply cannot take customer calls during those times and am not available to help them or my employees. At my day job, I am responsible to field my customer requests and complaints directly or through my staff.

However, despite what the community believes or what the Council believes, there is no obligation for CMs to aid or talk to community members, because there are professional customer service staff employed by the city that have this job. The forum for participating in the fundamentals of this job (developing legislation) with community, are not clear and outside of meetings, I am not sure this forum exists.

9. Othman: Do you think it is possible for a single parent to be a Redmond City Council member?

Only if you come from a background of significant privilege that affords you flexibility of your time.

For comparison, the nonprofit organization Independent Sector tracks the value of volunteer time per hour. <https://independentsector.org/resource/value-of-volunteer-time/>

8. Karen: Is there anything else you would like us to know?

I wish I had an ORCA card but these programs track people’s locations and trip behaviors and that is a safety risk to public officials.

In reality, I think many councilmembers make pretend work for themselves for the sole purpose of shameless self-promotion and this is often extremely distracting to city staff. So there is a higher invisible cost of councilmembers than meets the eye, there are staff costs associated with “managing” us and insulating the city from bad external choices and political influences. This is not to suggest that the community can’t talk to Councilmembers, but generally, a “rogue” elected is a huge

headache for staff handlers and sometimes they get a little punchy too. Councilmembers occasionally boss staff around and that's not ok.

For the amount of overt and covert harassment that goes on behind closed doors that is often not in the public eye, this job is not worth any amount of money for anyone. Behind the curtain, the reality in Redmond is that this is a toxic work environment built around overt public shaming, lying, corruption, fearmongering, meanness, and high school politics where good ideas and bad ideas alike come to die in the coliseum on Tuesday nights. There is no amount of money that makes feeling disrespected and disempowered OK.

Notably, I have not experienced this same organization culture on boards and commissions that are led by other groups. In those environments, I feel welcome and respected so I have concluded that the evilness is simply unnecessary, and I actually choose to participate in more regional commissions because I feel valued and effective there. Culture comes from the top, so more tax money is not going to fix that dysfunctional culture here. More money is not going to address the nature of the role being predominantly driven by extrinsic motivations (self-interests and special interests) vs. the intrinsic benefits of public service. More money won't guarantee a more effective council or less harm.

More money will open up the opportunity for more people of diverse backgrounds to try their own hand at trial by fire. The key question is what is the value that the role brings to the city in contrast to the cost to the city. A way to perceive that is to think that \$18648 is "not much" and to consider that drama costs organizations 9 times as much as the value of a toxic employee, especially if they do not meet the minimum requirements of the job.

There is also SIGNIFICANT LEGAL LIABILITY with this position. The current pay is NOT AT ALL commensurate with this liability. That said, most CMs are blissfully unaware of this risk and unfortunately probably don't take it seriously. It's not clear to me that more money will make this fact more apparent. Councilmembers themselves are risks to the community.

There is a risk to the city when defining this role that goes with the saying "you're always campaigning." I think that some CMs might consider visiting with Legislative Districts to be Council "duties," when in reality the city staff does not know this is going on, does not provide approved messaging, and does not keep track of external political involvement, nor ensure it is balanced to ensure non-partisanship or bipartisanship. This is personal time of the CM, or possibly campaigning time, which means it is NOT city time and is not relevant for consideration in the compensation.

There is a risk to the city when CMs communicate on social media. I did not include any time on social media because that is not part of the job responsibilities for my role, and I don't believe I have any official external channels arranged for my role as Public Safety Chair, for example, nor would this be appropriate without training or handling protocols.

From a risk management perspective, how do you minimize the risks to the city and community? There is no obligation for financial training or governance training. I think this should be part of the requirements and compensated time as part of the onboarding process or every 2 years to incentivize participation (since it cannot necessarily be legally required and enforced). Councilmembers #1 responsibility is governance, which includes creating legislation collaboratively with a group of other public servants, participating in strategic planning by providing input, and being informed (receiving

information from staff in meetings). Councilmembers' #2 responsibility is financial/administrative oversight. Councilmembers' #3 responsibility is being an ambassador *under the direction of the city staff when asked or invited (schedule permitting)*. Councilmembers' #4 responsibility should also be responsible for participating in city-provided or sponsored educational opportunities and training, including cybersecurity, legal affairs, counterintelligence, and diversity, equity and inclusion as well as any other strategically important issues that are documented in the city strategic plan. At minimum have access to the same HR training resources as staff as part of onboarding.

Thank you for your service on the Commission.

From: Cathryn Laird <claird@redmond.gov>
Sent: Tuesday, March 28, 2023 10:41 PM
To: !_Council <!_Council@REDMOND.GOV>
Cc: Mary Grady <mgrady@redmond.gov>; Malisa Files <mfiles@REDMOND.GOV>
Subject: FW: Questions for 4/6/2023 Salary Commission meeting

Hello! Per Council President Forsythe's announcement tonight, the Salary Commission has asked if you would be interested in answering the attached questions in writing. If you would like to answer some or all, please do so and return to Mary Grady by **Wednesday, April 5**. Please let me know if you have any questions. Thank you! Cathryn

Cathryn Laird, PHR
Human Resources Director, City of Redmond



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