

The Commission on Elected Salaries needs your help in better understanding the time demands you face in serving the people of Tacoma. We know your service to the community is multi-faceted, but we don't know the extent. This information is critical as we strive to determine fair compensation for you and your successors. Please complete the survey by May 16th, 2016. Thank you.

1. Personal Information:

Name, Year First Elected, Role

Answers –

- Keith Blocker, 2015, Council Member District 3
- Marty Campbell, 2010, Council Member District 4
- Marilyn Strickland, 2009/ Took office in 2010, Mayor
- Joe Lonergan, 2009 / Took office in 2010, Council Member District 5
- Anders Ibsen, 2011, Council Member District 1
- Ryan Mello, 2011, Deputy Mayor
- Lauren Walker, 2007, Former Council Member (2 terms)
- David Boe, 2010, Former Council Member
- Conor McCarthy, 2016, Council Member District 7

2. Please list the top three most important functions you perform as an elected official for the City of Tacoma and why you believe they are the most critical activities.

Most Important

Rationale

Second Most Important

Rationale

Third Most Important

Rationale

Most Important Answers –

- Attend study sessions and council meetings
- Respond to citizen concerns & community relations
- Leading the city council to set agenda and establish priorities for each biennial budget
- Thoughtful representation and assistance of the residents of my district and the city as a whole
- Policy-making
- Managing the City Manager
- Development and Review of Policy
- Overseeing the Biennial Budget
- Enacting Laws and Policies which help to improve the quality of life and opportunity for all in Tacoma. This would include working with my colleagues and City management to ensure that the City continuously improves its public safety services, provides safe and adequate public infrastructure, support programming to help the most vulnerable in our community including those facing a lack of affordable housing, homelessness, and mental health problems. And which would also include helping our business community to grow more living wage jobs and ensuring regulations and programming is in place to protect our environmental quality of life, i.e., ensure clean air, water, environmental stewardship and conservation.

Rational Answers –

- We are briefed on pressing issues.
- The citizens elected me and expect me to be visible, reachable, and responsive.
- This determines how resources will be used in Tacoma.
- Being familiar with the issues of the people, helping people who need help, being willing to work alongside for the betterment of our city - these are the reasons I do the job and they inform the following items.
- Our primary responsibility according to the charter is making laws, reviewing the code, passing a budget, and overseeing the performance of the City Manager and Utility Director.

- Meeting with the CM is incredibly important as he has the authority to direct staff and other resources to address problems.
- Casting votes at regular meetings to support good government initiatives.
- Priorities of the City are within the confines of the Budget.
- The City Council plays a critical role in ensuring the delivery of essential government services and a regulatory environment which promotes and protects the values and aspirations of our community. That is the paramount duty of the elective body owed to the residents we serve.

Second Most Important Answers –

- Attend committee meetings.
- Set policy and oversee the City Manager.
- Serving on regional and national boards and commissions
- Budget and the policies that inform the budget
- Constituent services
- Listening to constituents, attending community events/meetings, reading email
- Attending Meetings to support policy initiatives for city, county, region, state, and national
- Holding the City Manager accountable to the citizens.
- Working with City partners and stakeholders to advance the collective goals of our community.

Rational Answers –

- Discuss pressing issues, appoint people to commissions, and review ordinances.
- We have one employee. Our job is to set policy and ensure the City Manager is carrying out our policies.
- Elevates Tacoma's profile and helps ensure that our city's needs are met (from both a financial and policy perspective) for important issues such as transportation, workforce training, housing and neighborhood development.
- The budget directs the funding priorities for the city and the services we provide and is fed by the policies we set
- Whether it's email/phone/written correspondence, or attending numerous community meetings, being there for the people who elect you is a chief responsibility.
- Staying as grounded as possible with the priorities and issues facing citizens, neighborhoods, businesses and other stakeholders in incredibly important to me being responsive to their needs and to advance and vote on policy that is consistent with the priorities of the people of Tacoma.
- Support of policies to benefit the city and outside its borders
- As the elected (or appointed) rep of the voters to assure the city manager form of government is performing to the will of the people.
- City government is not an island and City leaders must be engaged with our community partners (citizens, governments, non-profits, businesses) in order to effect positive change in our community. Community collaboration is essential to advancing the City's objectives.

Third Most Important Answers –

- Engage my constituents and community groups.
- Advocate for the needs of my district and the City of Tacoma.
- Presiding over weekly City Council meetings.
- External relationships
- Regional representation
- Participating in regional leadership responsibilities and making law
- Connecting with Constituents to support policy initiatives
- Educating the voters on issues of their concern.
- Representing the City government, its vision, mission, goals, and programs is essential to connecting the City to the people we serve.

Rational Answers –

- Helps me get a better understanding of community needs.

- Depending on the circumstances, ensuring that the needs of Tacoma are being met in a balanced way, including the needs specific to the neighborhoods I serve.
 - Keeping meetings on track, establishing majorities to pass legislation, ensuring robust debate among council, moving agenda and priorities forward.
 - The work we do on boards and council's external to the city is extremely important to make sure Tacoma's interests are heard and reflected. Working collaboratively with our peers on those boards is necessary to maintain regional cooperation and mutual benefit.
 - The City of Tacoma requires active representation from its Council on regional boards and committees, such as Sound Transit, Pierce County Regional Council, AWC, etc.
 - A tremendous amount of what happens at regional entities impact our transportation system, land use, environment, quality of life and economy and being well represented is truly in the interest of Tacoma.
 - Constituent involvement in the direction of their city
 - Many times the rationale can be hidden in bureaucratic speech - so proactive in going out to explain the policy implications in a way that resonates to the citizens.
 - The City Council must be ambassadors of the City ensuring that City government remains connected to and aligned with the people we serve.
3. Please list the regional commissions, committees, or task forces to which you have been appointed as an official representative of the City of Tacoma, and how often they meet.

Answers –

- I serve on the CVS committee. We meet twice a month. I am an alternate on the IPS committee. I attend at least once a month or as needed. I am the alternate Arts Commission liaison. I attend as needed. I am the on the Parks Policy group. We meet quarterly.
- Safe Streets (monthly) , Board of Health (2x month), Crystal Judson Family Justice Center(6x per year), PCRC(1X month), Click Business Advisory Committee (weekly), Economic Development Committee (Chair- 2X per month), Public Safety, Human Services & Education (Vice Chair- 2x per month), Government Performance and Finance (vice chair- 2x per month), Arts Commission (Monthly), Parks Advisory Committee (quarterly), Eastside Community Center Exe committee (1x month), Eastside Community Center planning committee (1x monthly), Community and Youth services (monthly or as needed), TPU communitions committee (quarterly), JMAC (alternate) (monthly)
- Puget Sound Regional Council Executive Committee (1x month) Sound Transit Board Vice-President (1x month plus bi-weekly committee mtgs.) Pierce Transit Board of Commissioners (monthly), U.S. Conference of Mayors Trustee (quarterly), Urban Land Institute Trustee (2x year)
- South Sound 911 (Chair) 1x per month for the policy board and 1-2x/mo. with Operations Board and/or SS911 Staff; Pierce County Regional Council (Chair) 1x/mo. for Council, 8x/year for Operations Board, 2x/mo. with staff/vice chair; Zoo Trek Authority (Chair) 4-6x per year; Work Force Central Board, 1x/mo.; Fire Pension Board 1x/mo., Pierce County Cities and Towns Association 1x/mo.
- Pierce County Regional Council, monthly meeting and additional committee meetings and meetings with members; Joint Municipal Action Committee, monthly; Zoo-Trek Authority, quarterly; North End Neighborhood Council, monthly; West End Neighborhood Council, monthly; Proctor Business District, monthly; Ruston-Point Defiance Business District, monthly; 6th Ave Business District, monthly.
- Pierce Transit Board of Commissioners, Puget Sound Clean Air Agency Board of Directors (Vice Chair), Puget Sound Growth Management Policy Board (Chair), Puget Sound Growth Management Transportation Policy Board, Pierce County Flood Control Zone District Advisory Board (Chair), Association of Washington Cities Board of Directors.
- Pierce County Regional Council-Economic Development District Board (Quarterly), Transportation Policy Board (Monthly), Executive Committee (Monthly), Sustainable Communities (Quarterly) Pierce County Region Council (Monthly meeting of Council plus Operations Committee meeting monthly), Association of Washington Cities (Quarterly with committee work), Pierce Transit Board (Monthly meeting of Board and Committee meetings)
- PSRC – Transportation Policy Board: Once a month in Seattle. PCRC: Once a month in Tacoma. Also been involved in regional/state presentations around specific Tacoma issues: Probably 2-3 times a year.

- Pierce County Regional Council, Puget Sound Regional Council -Economic Development District Board, Infrastructure, Planning, and Sustainability Committee, Community Council, Economic Development Committee - Alternate, Cross-District Association - Alternate, Puget Sound Clean Air - Alternate, Urban Waters - Alternate-typically bi-monthly or monthly meetings.

4. Please estimate the average number of hours you spend in a month on each of the following activities. In doing so, ignore extremes, such as especially long or short council meetings.

Preparing for, attending, and following up on regular Council Meetings?

Answers –

- 20 hours/ month
- 16 hours/ month – This will increase significantly this fall during budget presentations and deliberations.
- 25 hours/ month
- 11.5 hours/ month
- 12 hours/ month
- 11 hours/ month
- 40 hours/ month
- 12-16 hours/ month
- 20 hours/ month

Preparing for, attending, and following up on Council Study Sessions?

Answers –

- 20 hours/ month
- 12 hours/ month
- 25 hours/ month
- 11.5 hours/ month
- 12 hours/ month
- 8 hours/ month
- 20 hours/ month
- 10-14 hours/ month
- 15 hours/ month

Preparing for, attending, and following up on Council Committees?

Answers –

- 4 hours/ month
- 15 hours/ month
- 5 hours/ month
- 9 hours/ month
- 16 hours/ month
- 10 hours/ month
- 40 hours/ month
- 16-24 hours/ month
- 15 hours/ month

Preparing for, attending and following up on commissions, committees, and task forces to which you have been appointed as an official representative of the City of Tacoma?

Answers –

- 20 hours/ month
- 35 hours/ month
- 40 hours/ month

- 14 hours/ month
- 10 hours/ month
- 18 hours/ month
- 40 hours/ month
- 8-12 hours/ month
- 10 hours/ month

Meeting with City staff?

Answers –

- 8 hours/ month
- 8 hours/ month
- 30 hours/ month
- 10 hours/ month
- 12 hours/ month
- 12 hours/ month
- 10 hours/ month
- 15 hours/ month

Attending community meetings and events of your own choosing?

Answers –

- 12 hours/ month
- 35 hours/ month
- 20 hours/ month
- 10 hours/ month
- 6 hours/ month
- 24 hours/ month
- 20 hours/ month
- 6-18 hours/ month
- 5 hours/ month

Meeting and responding to inquiries, including emails, from individual constituents?

Answers –

- 12 hours/ month
- 12 hours/ month
- 20 hours/ month
- 10 hours/ month
- 20 hours/ month
- 40 hours/ month
- 60 hours/ month
- 6-12 hours/ month
- 15 hours/ month

Attending conferences, workshops or other events related to your duties as an elected official?

Answers –

- It depends
- 10 – varies wildly – could be 5 full days one month – then nothing for 2-3 months
- 15 hours/ month
- 5 hours/ month
- 5 hours/ month
- 6 hours/ month

- Once a year to Association of Washington Cities conference as presenter/ board member for 3 days
- 4 hours/ month
- 5 hours/ month

5. Please list any other work you do as an elected official on behalf of the City of Tacoma not listed in Question 4.

Answers –

- I attend meetings or fill in for the Mayor or other councilmembers.
- Community meetings I attend, but are not assigned to include monthly meetings of the Eastside Neighborhood Council, South end Neighborhood Council, Dometop Neighborhood Alliance, First Creek Neighbors, Lincoln South, Eastside Collective Impact, 1-2 Chamber of Commerce Events, 2-3 non-profit fundraising events per month. Additionally we are called to assist in lobbying issues in Olympia during session, Washington DC and other governmental agencies.
- Responding to media requests for radio, TV, print interviews and op-eds.
- The difference between 4(f) and 4(h) was a little blurry, some events I included in (f) may have been better reflected in (h) - I did not duplicate them, though. There is quite a bit of work that is outside of meeting with city staff or specific assignments that each of us does for the community and involves meeting with outside agencies and representatives, relationship building, advocating for positions or solutions that may benefit the people we represent. It is difficult to quantify much of that.
- Policy research, meeting with colleagues to discuss policy.
- General reading on policy/program ideas, meeting with constituents/stakeholder to understand policy areas and advance a policy agenda.
- Constant reflection, worry, analysis of issues, consideration of approaches to passing good policy.
- Attending Neighborhood Council Meetings and Neighborhood Business Meetings.
- (Respondent skipped this question)

6. Are you currently employed other than as a City of Tacoma elected official?

- Yes, full-time.
- Yes, part-time.
- No.

Answers –

- Yes, full-time : 55.56%
- Yes, part-time: 44.44%
- No: 0%

7. What else would you like us to know about the demands you face as a Tacoma elected official?

Answers –

- I am always on call.
- 6 months ago, I began full time work and reduced the number of committee I serve on and the amount of meetings I attend. Prior to that I was self-employed then retired for two years. During those years I dedicated even more time and often volunteered for extra duties as needed due to my flexible schedule. Thank you for work and consideration. Please let me know if you have any other questions.
- Time spent researching topics and planning policy proposals are not captured in this survey nor are special task forces or study groups formed to make recommendations, greeting international delegations and potential investors, making presentations to regional and civic organizations
- I love the work I do and feel blessed to have the confidence of my constituents as they chose me to serve. It is humbling and a true honor. I did my best to quantify the time spent and give it a true and fair average. The reality of the job is we are always on-call and there are no fixed hours. Calls to my home are common, grocery shopping often turns into constituent discussions. As a district representative, I frequently am monitoring issues I become aware of in my district and often seeking to proactively identify potential or emerging issues. The work also has some natural ebbs and flows. A biennial budget means we have more significant (in time) meetings as

we work through the City Manager's budget proposal and hear from every department while simultaneously taking the budget out to the community for feedback. None of these are calculated into the above average (typical) time estimates.

- The scheduling demands are deceptively busy. Meetings can and will crop up at the last minute; your schedule is not your own! Having a full-time job on top of being a Councilmember is close to impossible, unless it's a job where you have considerable flexibility and authority like a business owner.
- The work of being a Council Member is all consuming. We get interrupted at the grocery store, coffee shop, walks, etc. With a growing city with many businesses, over 200,000 residents, major media and so many ways to communicate these days (social media, text, phone, email, in person) staying on top of communication, communicating proactively what I am working on, solving constituent issues and dealing with mundane and complicated policy issues takes a tremendous amount of time and energy to do the job well.
- The pay stub for City Council member reflects 40 hours/week though the work is characterized as part-time. It is not part-time. The City Council position does not pay well enough to support a family, therefore another job is required. Though it is an incredible honor to serve, it is also crazy-making. It would have been a relief to focus solely on City policy and programs and not have another job.
- It takes a huge toll on one's personal life - and very difficult to have a full-time job, a family (children at home) and meet the expectations of what is expected of a City Council Member.
- As a new Council member (4.5 months), I am still learning about the level of commitment necessary to be effective and to really do a good job. This is an enormously important duty, I take it seriously, and I am working hard to make sure that my efforts will add value to city government and service to our community.