

CITY COUNCIL MEETING AGENDA



City of Lake Stevens Vision Statement

By 2030, we are a sustainable community around the lake with a vibrant economy, unsurpassed infrastructure and exceptional quality of life.

May 17, 2022 - 6:00 PM

REMOTE ACCESS ONLY – VIA ZOOM

Join Zoom Meeting: <https://us02web.zoom.us/j/83319580306>
or call in at (253) 215-8782 Meeting ID 833 1958 0306

1. Call to Order

2. Discussion Items

A. Police Lateral Hiring Incentives

Jeffrey Beazizo

B. Council Summer Break

Mayor, Council
President

C. Continuation of Hybrid Council Meetings

Greg Rubstello,
City Attorney

3. Adjourn

THE PUBLIC IS INVITED TO ATTEND

Special Needs: *The City of Lake Stevens strives to provide accessible opportunities for individuals with disabilities. Please contact Human Resources, City of Lake Stevens ADA Coordinator, (425) 622-9400, at least five business days prior to any City meeting or event if any accommodations are needed. For TDD users, please use the state's toll-free relay service, (800) 833-6384, and ask the operator to dial the City of Lake Stevens City Hall number.*

NOTICE: All proceedings of this meeting are audio recorded, except Executive Sessions.

In 2020, with police agencies struggling to attract experienced Police Officers, Lake Stevens Police Department initiated a \$10,000 Lateral Police Officer hiring incentive. A Lateral Police Officer is defined as:

- currently employed, full-time civilian law enforcement officer with a city, county, state, or federal agency who has successfully completed the Washington State Criminal Justice Training Commission's Basic Law Enforcement Academy; or
- has previously worked in the above capacity within the last 24 months;
- whose prior training qualifies them to attend the Washington State Criminal Justice Training Commission's Equivalency Academy (if applicable)
- successfully completed past agency's Field Training program

The Police Department currently has seven vacant Police Officer positions.

The average lateral hiring incentive in Snohomish County is \$20,000. The following shows the current incentives paid by each agency.

Agency	Lateral Signing Bonus	Moving Expenses
SCSO	\$0	\$2,000 in-state, \$5,000 Out of State
EVERETT PD	\$30,000 In-State, \$25,000 Out of State, \$15,000 BLEA Certificate	\$0
MARYSVILLE PD	\$20,000	\$0
ARLINGTON PD	\$20,000 In-State, \$10,000 Out of State	\$0
LYNNWOOD PD	\$20,000	\$0
MILL CREEK PD	\$20,000	\$0

To attract Lateral Police Officers to Lake Stevens, we request the approval of the following increase in the Lateral Police Officer hiring incentive for officers hired between June 1, 2022, and December 31, 2022. For 2023 and beyond, the hiring incentive will be reviewed and included in the budget process if approved.

- \$15,000 for 1-2 years of experience
- \$20,000 for 2-5 years of experience
- \$25,000 for 5 or more years of experience

The bonus will continue to be paid in two installments: one-half upon hire and one-half upon completion of probation. If the employee separates from employment for any reason within three years of hire, they will be required to reimburse a prorated amount of the incentive back to the City of Lake Stevens.

If approved, we request a budget amendment of \$65,000 in 2022, which would provide the incentive for six positions (Current budget is \$20,000; \$10,000 of this is already committed to two current lateral officers).

See the Lateral Police Officer Payout and Repayment Schedule for amounts:

1-2 Years of Full Time Commissioned Law Experience:

Payment Installments	Repayment Timeframe	Repayment Amount
1 st \$7,500 (First Pay Period)	First paycheck distribution < End of Probation	\$7,500
2 nd \$7,500 (End of Probation)	End of Probation to < 24 Months	\$15,000
	24 months < 36 months (3 years)	\$7,500
	After completion of 3 years	\$0

2-5 Years of Full Time Commissioned Law Experience:

Payment Installments	Repayment Timeframe	Repayment Amount
1 st \$10,000 (First Pay Period)	First paycheck distribution < End of Probation	\$10,000
2 nd \$10,000 (End of Probation)	End of Probation to < 24 Months	\$20,000
	24 months < 36 months (3 years)	\$10,000
	After completion of 3 years	\$0

5+ Years of Full Time Commissioned Law Experience:

Payment Installments	Repayment Timeframe	Repayment Amount
1 st \$12,500 (First Pay Period)	First paycheck distribution < End of Probation	\$12,500
2 nd \$12,500 (End of Probation)	End of Probation to < 24 Months	\$25,000
	24 months < 36 months (3 years)	\$12,500
	After completion of 3 years	\$0

**Lake Stevens Police Department
Lateral Police Officer Hiring Incentive
And Repayment Agreement**

This Agreement made on this ____ day of _____, 20__ between the City of Lake Stevens (City) and _____, a lateral hire Police Officer.

Whereas, the City offers a hiring incentive to attract lateral Police Officers with experience; and

Whereas, acceptance of the hiring incentive is voluntary and is not condition of employment with the City of Lake Stevens; and

Whereas, I acknowledge that I have been offered a position as a Lateral Police Officer; and

Whereas, I acknowledge that I am qualified for the hiring incentive for Lateral Police Officer with ____ years of fully commissioned, full-time, civilian law enforcement experience with a city, county, state, or federal agency; have successfully completed the Washington State Criminal Justice Training Commission (WACJTC) Basic Law Enforcement Academy or an equivalent academy as determined by (WACJTC); and have successfully completed a Field Training Program (FTO) with a city, county, state, or federal agency; and

Whereas, I wish to accept the hiring incentive;

Therefore, it is agreed by and between the parties hereto, in consideration of the mutual promises herein and other good and valuable consideration, that:

1. The City shall pay _____ \$XXXXXX.XX on the first full pay period after their date of hire of _____.
2. The City shall pay _____ \$XXXXXX.XX on the first full pay period upon their successful completion of probation.
3. If employee is separated from employment as a Police Officer for any reason prior to working 3 years, they will be required to repay a prorated amount of the incentive to the City of Lake Stevens. The Lateral Police Officer Payout and Repayment Schedule is attached.
4. The employee's final paycheck will be reduced by the final prorated amount owed. If the final paycheck is insufficient to cover the balance owed, _____ acknowledges that they will pay the remaining balance owed to the City within 30 days of separation.

Lateral Police Officer (Employee)

City of Lake Stevens

Jane Smith (signature)

(Representative Name)

Date: _____

Date: _____

The Lateral Police Officer Payout and Repayment Schedule:

1-2 Years of Full Time Commissioned Law Enforcement Experience:

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Open Public Meetings Act (OPMA) Legislative Amendments

Speaker: Greg A. Rubstello



BACKGROUND



- The OPMA has required that all meetings of public agency boards, commissions, committees or other policy or rule making body of the public agency where official business occurs be held at a physical location open to the public.
- Official business includes, but is not limited to, the receipt of public testimony, deliberations, discussions, considerations, reviews, evaluations, and final actions.
- Providing opportunity for public testimony has not been required by the OPMA.
- Governor's Proclamation Series 28.16 since March 2020 has waived the physical location requirement and required the offering of a remote option through, at minimum, telephone access that allows all in attendance to hear each other at the same time. **Expires June 1.**



NEW Provisions to OPMA to be effective June 9, 2022

- New exception to OPMA requirement that all meetings be held at a **physical location** open to the public, but only in emergencies.
 - Remote meetings without a physical location or meetings with limited attendance may be held if a local government has declared an emergency and determined that in person meetings cannot be held safely.
 - An option for the public to listen to the meeting in real time without additional cost, such as through telephone or internet streaming must be provided.
 - Recommend City approve a code amendment with a process allowing for mayor's determination of need to hold a remote meeting during a declared emergency.



NEW Provisions to OPMA to be effective June 9, 2022

- Public comment is now required, at or before, every **regular meeting** where any **final action** is taken.
 - If written public comment has been submitted prior to the meeting, it must be distributed to the members of the governing body.
 - A deadline can be set for the submission of written comments.
 - The term "Final action" means a collective positive or negative decision, or an actual vote by a majority of the members of a governing body when sitting as a body or entity, upon a motion, proposal, resolution, order, or ordinance.

Virtual Attendance after June 1



Since a physical location is once again required, council needs to address two virtual attendance issues:

- To what extent does the city provide **the public** with virtual or remote attendance options at city council and commission meetings?
 - Remote attendance options “encouraged” but not required
- To what extent are **city council members** and/or members of city commissions permitted to attend remotely instead of live attendance at the required physical location?
 - A decision up to each public agency
 - A written rule or policy by the council is recommended

Thank You



Greg A. Rubstello

Member

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OMWLAW.COM

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OGDEN
MURPHY
WALLACE
ATTORNEYS