



City of Des Moines

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Thank you for your questions about City Manager Michael Matthias' salary upgrade.

Over the last several months, the City Council conducted a thorough review of Michael's performance of the previous 12 month period. This a requirement within his contract, but also a great practice. The result of the evaluation found that Michael's performance has been exemplary. He and his staff have done incredible work. This City is back on solid financial footing and is headed in a very exciting direction. Our future is quite bright.

These findings were published prior to Council's action to increase the City Manager salary. The contract amendment with supporting information, was published as an agenda item, posted on the City's webpage and added to the City's local notice boards. Some of this information is listed below to give you an idea of what Michael and his team have accomplished over the last year:

Finance/Budget

Managed a **sustainable**, solvent budget with appropriate contingency.

Raised our legal contingency requirement to the national standard per City Council action.

Received a significant bond rating upgrade as a result of establishing and managing sustainable finances. Standard & Poor's and Moody's both reviewed our financial practices and awarded the City these upgrades.

We also received the Government Finance Officers Association award for our Comprehensive Annual Financial Reporting.

Realized savings of over \$500,000 as a result of the upgrades and refinancing of outstanding 2008 bonds and new bonds for the North Marina Bulkhead.

The City will receive \$400,000 from bond proceeds to reimburse for staff time already expended, which bolsters the strength of city funds.

City Council was able to increase our Human Services allocations to community organizations providing additional resources for our residents in need.

A Utility Tax Audit was initiated to ensure the City is receiving the appropriate revenues generated by the Des Moines Creek Business Park.

The Waterland City

Administration Leadership transition and succession planning

Established excellent Executive Team.

Hired and promoted a number of critical staff and developed an appropriate salary structure to attract and retain these talented professionals.

Established a Building Official in Training Program to hire ahead based on succession planning for the building department.

Partnered with Wesley for management of the Senior Services Center.

Authorized Professional Development for a number of managers, supervisors, planners and police to work positively on communication strategies.

Implemented a program to address succession planning since approximately 30% of the staff are qualified to retire.

Created a new Public Records Analyst position to comply with City legal requirements and response to public requests.

Staff Engagement

Concluded labor agreements with Teamsters, non-represented and exempt employees.

Convene regular meetings of executive team and senior staff for cross department collaborations and efficiencies.

Developed a team approach improving employee morale and engagement which resulted in an increase in overall staff productivity.

Implemented best practice procedures for cash handling, employee time reporting, and use of staff time.

At the Senior Activity Center, in partnership with Wesley, made capital improvements based on input from the Senior Services Advisory Committee.

Made structural and safety improvements at the Field House.

Council meetings

Expanded use of Administration Report for providing information, education and more in-depth awareness of City functions and actions to City Council. Implemented enhanced presentations to better communicate the depth of City issues with visual support.

Public Safety and Emergency Management

Fully funded and staffed our Accredited Police Department with an Officer in Training Program to eliminate gaps in service and address attrition and transition.

Developed a Redondo vertically integrated substation for multiple levels of law enforcement (FBI, DEA, US Marshals and other Jurisdictions) to enhance cooperation and coordination in addressing violent crimes and gang activity. Authorized additional resources for that purpose.

This substation serves as a national model to include agencies from Federal down to Local Government.

Increased participation in the Regional Violent Crimes Task Force.

Established a Des Moines Street Crimes Unit.

Worked with the Police Chief to secure access to the MaST building for an additional substation and Redondo presence.

Established mandatory “active shooter training” for all city employees.

Established Emergency Management Director Position to emphasize local and regional emergency preparedness.

Partnered with Des Moines Police Foundation and other jurisdictions to acquire a K9 Unit for our Police Department.

Community Engagement

Increased communication and social media expansion of information from City and Police.

Tours with residents, developers and other public agencies, including Highline College leadership, Board of Trustee members and others with interest in the City.

Frequently attends, with Council and staff, Community Events.

Aviation

Provides leadership on this topic, within Des Moines and the surrounding community, by advocating for our residents who are experiencing impacts from Sea-Tac Airport.

Active leadership representation on StART (Sea-Tac Airport Stakeholders Roundtable), Des Moines Aviation Advisory Committee, UW Ultra-fine Particle Technical Advisory Committee, Budget Proviso Baseline Airport Impact Advisory Committee, with notable involvement and progress addressing the Sustainable Airport Master Plan (SAMP).

Recruited national consultants, hired through an inter-local agreement and with cooperation from neighboring cities to address SAMP scoping and comments representing the City from our SEPA officials.

Marina

Implemented strategy and program to replace the North Marina Bulkhead.

Engaged international marina consultants to review opportunities for both water and land side development.

Economic Development Activities

Led the effort to develop and expand the Des Moines Creek Business Park, netting the City an additional \$500K beyond expectation.

Engaging top tier developers with interest in the City of Des Moines to align their projects with the interests of the citizens and community.

Multi-Modal Transportation

Partnered with Metro Community Connections to expand the existing shuttle program to include midday and Saturday service assisting with access to the Farmers Market.

SCORE

Safeguard the City's interests and resources by working to ensure a sustainable and feasible budget strategy.

Capital Projects

Responsible for a \$17.5 million dollar capital project budget to include projects like; S 216th Street roadway improvements, paving of S 223rd Street, Marina District alleyway utility undergrounding and city infrastructure enhancement/replacement.

Acquisition and activation of the Van Gasken (Outlook II) property.

Legislative Advocacy

Maintain excellent working relationships with Congressman Adam Smith, Senator Karen Keiser, Representative Tina Orwall and other elected state, county and local representatives.

Ensure we have legislative advocacy in Olympia around issues affecting the City of Des Moines and its Citizens.

Land Use/Zoning/Code Improvements

Direct customer service excellence with permitting and inspection (Wesley, Highline Place, Sound Transit, DevCo, Theater).

Implemented Institutional Campus Zoning, comp plan and permitted uses approved by City Council in partnership with Wesley, Judson Park and Highline College, including Essential Public Facilities code adoption. These will encourage appropriate development patters throughout the City.

This list is not comprehensive and there are many more incredible things that have been accomplished over the past year. These accomplishments demonstrate not only exemplary performance, but skill. Michael's unique education and career experience make him an ideal fit for the City of Des Moines' future as defined by the Council and Community. His education includes Masters Degrees from the University of Oxford, University of Cambridge and University of California, Santa Cruz with specialties in Sustainable Urban Development and Applied Economics. Michael was also honored to be selected as a Robert F. Kennedy Fellow for his work in low income communities in Oakland, California.

It is also important to note that the City of Des Moines is over a one-hundred million dollar enterprise, with diverse lines of business and over 180 employees. Michael is the Chief Executive Officer of this enterprise.

To ensure that we can attract and retain necessary talent, the City conducts salary studies to ensure that we are competitive and appropriate. We found that Michael's salary was not in line with the jurisdictions that we compete with for top talent. This led to the Council's decision to make the current adjustment. He is now in line with those jurisdictions that we compete with.

The Council's vision for the future of Des Moines requires great deal of leadership and it is imperative that we do not lose our momentum due to an unwillingness to pay market rates. There is no doubt with this Council that Michael could earn more money in the private sector or with a larger city. Additionally, the Council's expectations for this year and beyond continue to be high. This is what led us to our decision.



Matt Pina,
Mayor & Councilmember
Des Moines, Washington