

CITY COUNCIL AGENDA

15728 Main Street, Mill Creek, WA 98012 (425) 745-1891



Mayor Brian Holtzclaw • Mayor Pro Tem Stephanie Vignal
Mark Bond • Vince Cavaleri • John Steckler

DUE TO COVID- 19 pandemic, the City of Mill Creek City Council will hold their Regular meetings virtually and via audio meeting format until further notice.

Regular meetings of the Mill Creek City Council shall be held on the first, second and fourth Tuesdays of each month commencing at 6:00 p.m. in the Mill Creek Council Chambers located at 15728 Main Street, Mill Creek, Washington. Your participation and interest in these meetings are encouraged and very much appreciated. We are trying to make our public meetings accessible to all members of the public. If you require special accommodations, please call the office of the Acting City Clerk at (425) 921-5725 three days prior to the meeting.

The City Council may consider and act on any matter called to its attention at such meetings, whether or not specified on the agenda for said meeting. Participation by members of the audience will be allowed as set forth on the meeting agenda or as determined by the Mayor or the City Council.

To comment on subjects listed on or not on the agenda, ask to be recognized during the Audience Communication portion of the agenda. Please stand at the podium and state your name and residency for the official record. Please limit your comments to the specific item under discussion. Time limitations shall be at the discretion of the Mayor or City Council.

Study sessions of the Mill Creek City Council may be held as part of any regular or special meeting. Study sessions are informal, and are typically used by the City Council to receive reports and presentations, review and evaluate complex matters, and/or engage in preliminary analysis of City issues or City Council business.

Next Ordinance No. 2020 - 864

Next Resolution No. 2020 - 590

**September 29, 2020
City Council Special Meeting
6:00 PM**

VIRTUAL MEETING INFO

City Council Special Meeting

Tue, Sep 29, 2020 6:00 PM - 8:30 PM (PDT)

<https://global.gotomeeting.com/join/632884781>

You can also dial in using your phone.

(For supported devices, tap a one-touch number below to join instantly.)

United States: +1 (408) 650-3123

- [One-touch: tel:+14086503123,,632884781#](tel:+14086503123,,632884781#)

Access Code: 632-884-781

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CALL TO ORDER

PLEDGE OF ALLEGIANCE

ROLL CALL

RECESS TO EXECUTIVE SESSION

- A. To discuss the qualifications of candidates for appointment public office pursuant to RCW 42.30.110(1)(h).
The Council will take no action in executive session and will return to regular session.

NEW BUSINESS

- B. City Council Interviews & Appointment

RECESS TO EXECUTIVE SESSION

(Confidential Session of the Council)

- C.
 - .To discuss the evaluation of the qualifications of a candidate(s) for an appointment to elective office per RCW 42.30.110(1)(h)
 - Action may or may not be taken.

ADJOURNMENT



Agenda Item # _____
Meeting Date: September 29, 2020

CITY COUNCIL AGENDA SUMMARY

City of Mill Creek, Washington

AGENDA ITEM: CITY COUNCIL INTERVIEWS & APPOINTMENT

KEY FACTS AND INFORMATION SUMMARY:

Mill Creek City Council Position No. 3 is currently vacant. Effective September 9, 2020, the City Council began taking applications from those interested in filling the vacancy. Applications were due by 5:00 p.m. on September 24, 2020. The City received thirteen (13) applications.

Initial Interviews - The following process may be utilized by the Council for the conduct of initial applicant interviews.

1. The order in which applicants will be interviewed has been determined by a random drawing. The City Council respectfully requests that all applicants refrain from coming on line until invited to their scheduled interview time. After completion of their interview, applicants are invited to remain as a participant in the Regular Council Meeting GoToMeeting Room for the remainder of the public meeting.

*The City of Mill Creek will make accommodations as required for applicants who are unable to participate by video conferencing due to lack of technology. The City of Mill Creek will provide candidates with remote access capability as required.

2. The initial interview round will be 10 minutes per applicant, including the applicant's opening statement.
 - a. Each applicant will be given 2 minutes to make an opening statement. Only the applicant may speak on his or her behalf. The City Clerk shall alert the Council when 2 minutes has expired.
 - b. After the applicant's opening statement, the Council will interview the applicant. *Note: The City Manager will provide a list of candidate questions to the Council prior to the interview session.*
 - c. The City Clerk shall alert the Council when 10 minutes has expired.
3. After completion of applicant interviews, pursuant to RCW 42.30.110, the City Council may adjourn to the Council's Executive Session GoToMeeting Room to discuss the qualifications of the candidates.

Final Interviews (if desired) - The following process may be utilized by the Council for the selection of applicants to advance to the finalist round.

1. After any executive session, the Council shall reconvene to regular session and nominate applicants to advance to the finalist round.
 - a. Any member of the Council may nominate any candidate(s) to progress to the

finalist round.

- b. Nominations shall require a second to place the nominee in contention for selection as a finalist.
 - c. A simple majority vote of the Council will move the nominated candidate to finalist status.
 - d. The City Clerk will email a ballot of nominated candidates for each Councilmember to fill out and send back. The City Clerk will tabulate the votes and announce the results. The City Manager shall be copied on the emails to confirm the tabulation.
2. After selection of finalists, the Council shall determine whether it wishes to hold an additional round of interviews on a separate date.
 3. If the Council does not feel an additional round of interviews is necessary, the Council shall proceed with nominating finalists for appointment to the Mill Creek City Council.

Appointment - The following process may be utilized by the Council for appointment of a finalist to City Council Position No. 3.

1. Any member of the City Council may nominate any finalist(s) for appointment to City Council Position No. 3.
2. Nominations shall require a second to place the nominee in contention for selection.
3. At the close of nominations, the City Clerk shall place the names of all nominated candidates on a written ballot, shall designate the ballot as “Ballot #1, and shall distribute the ballot to each Councilmember via email due to virtual meeting format.
4. The Council shall vote on the email ballot provided by the City Clerk with each Councilmember casting one (1) vote for the candidate of his/her choosing (or writing “abstain” on the ballot).
5. The ballot shall be collected by the City Clerk and tabulated. The City Manager shall be copied on the emails to confirm the tabulation.
6. The City Manager shall announce the names of each nominee, the number of votes received, and the Councilmembers voting for that nominee.
7. If no nominee obtains at least three votes of the Council, the nominee(s) receiving the lowest number of votes shall be removed from the ballot, provided that at least two nominees shall move forward to the next ballot.
8. The City Clerk shall prepare the next ballot, which shall contain the names of the remaining nominees and shall be designated as “Ballot #2.” The Council shall vote on that email ballot in the manner provided above.
9. Ballot preparation and voting shall continue in the above manner until one nominee receives at least three votes of the Council.

10. All ballots from all rounds shall be retained by the City Clerk as part of the record and shall be available for public inspection at the close of the meeting.

11. The successful nominee shall be sworn in by the City Clerk.

Candidate Interview Schedule - The following schedule will ensure an efficient and effective interview process:

6:15 – 6:25 Interview: Mark Harmsworth, Candidate 1
6:25 – 6:35 Interview: David Padineant, Candidate 2
6:35 – 6:45 Interview: Tannis Golebiewski, Candidate 3
6:45 – 6:55 Interview: Melissa Duque, Candidate 4
6:55 – 7:05 Interview: Benjamin Briles, Candidate 5
7:05 – 7:15 Interview: Carmen Fisher, Candidate 6
7:15 – 7:25 Interview: Sean Paddock, Candidate 7
7:25 - 7:35 Interview: Adam Morgan, Candidate 8
7:35 – 7:45 Interview: Lynn Sordel, Candidate 9
7:45 – 7:55 Interview: Jon Ramer, Candidate 10
7:55 – 8:05 Interview: Sid Siegel, Candidate 11
8:05 – 8:15 Interview: Mark Johnson, Candidate 12
8:15 – 8:25 Interview: Michael Kidd, Candidate 13

ATTACHMENTS:

- Applications
- Council Candidate Recruitment Brochure for Position No. 3

Respectfully Submitted:

Michael Ciaravino

Michael Ciaravino
City Manager

City Council Position #3

**Candidate 1:
Mark Harmsworth**





9/24/2020

Mill Creek City Council
15728 Main Street
Mill Creek, WA
98012

Mayor Holtzclaw and Mill Creek City Councilmembers,

RE: Mill Creek City Council Vacant Position #3

I would like to be considered for the appointment to the vacant City Council position #3.

My experience serving on the Mill Creek City Council from 2007 to 2014, 6 years as a councilmember and 1 year as Mayor Pro-Tem, along with serving 4 years as a State Representative for the 44th District from 2014 to 2018, will allow me to immediately provide a tangible, positive contribution to the Council and for the residents of Mill Creek.

Currently I own an IT Consulting business and am a partner in several other business endeavors which allow me to have the flexibility in schedule to attend Council and Committee meetings without impediment.

My family and I have lived in the Parkside neighborhood in Mill Creek since 2002 and enjoy being part of the community, its walking trails and small-town feel.

I am a registered voter.

Attached are the responses to the supplemental questions and my resume detailing my work experience, community service and educational history.

Yours sincerely,

Mark Harmsworth
Parkside

Supplemental Question Responses

- 1) The City of Mill Creek operates under a Council-Manager form of government. In this form of government, the role of a councilmember is to provide policy direction, establish goals and priorities, determine spending parameters through the biennial budget process and provide governance oversight. What background or experience do you feel you would bring to the City Council that would make you a good City Councilmember?**

Having served previously on the Mill Creek City Council for 7 years and as a State Representative for 4 years, I believe I am uniquely positioned to 'hit the ground' running understanding the current and historical issues facing the city. I understand our form of government, the responsibilities of a city councilmember and have the ability to bring considerable experience from state government to help our community succeed as we emerge from the difficult COVID-19 pandemic we have been facing.

- 2) How would you describe your communication and working style?**

Given my experience both on the City Council and in the Legislature, I understand that nothing happens without collaborative work with others. The role of a Councilmember is a representative of the citizens of the city and to advocate for the goals and desires of the City's residents within the budgetary constraints and timelines the citizens have set. It is important to listen to every Councilmembers opinion during discussions and realize every Councilmember has a unique history and experience that can refine and improve every decision the Council makes.

- 3) How would your communication and working style enhance and foster a positive and collaborative working relationship among the Council and between the Council and the City Manager?**

The City Council has one employee, the City manager. The OPMA and Washington RCW's govern the form and type of interaction between the Councilmembers and the City Manager. The Council needs to work collaboratively to define goals for the City Manager to implement on behalf of the council. Mill Creek's form of government needs to be collaborative in nature to succeed. Decisions are made as a Council and those decisions, made by the majority, should be respected by the minority. Spirited debate should be encouraged so all sides of an argument are heard.

- 4) Please review the Guiding Principles on page 4 and describe:**
- a) How, as a member of the City Council, would you provide leadership and/or model the STAR values as set forth in the Guiding Principles?**
 - b) What ideas do you have that would help the City achieve the goals set forth in the Guiding Principles?**
 - c) Whether you would seek to change add/remove any goals to the Guiding Principles? Why or Why not?**

Service and Commitment: Serving on the City Council is a serious commitment. Outside of the City Council regular meetings, there are committee meetings, constituent

meetings and meetings with other elected officials to further the goals of the Council and citizens of Mill Creek. I will bring the same level of passion and commitment that I have demonstrated successfully in my business to provide the best service I can to my fellow Councilmembers and the citizens of Mill Creek.

Teamwork and Respect: Every decision the Council makes needs to include every Councilmember. I have voted both with the majority and minority on the Council previously and in both cases, it is equally important to understand opposing points of view. In many cases a missing piece of information or opinion from another Councilmember changes the final vote. In many cases, opinions are just that, opinions and we need to realize as a collaborative body that our decisions are made better when we work together.

Accountability: The Mill Creek City Council, its deliberations and decisions are all subject to the OPMA and Public Records Act (PRA). I believe these statutes are the foundation of trust a government has with its citizens, but in addition to this, a Councilmember needs to be responsive to all the citizens they represent, not just the ones they agree with.

Goals: I believe a semi-regular review of City goals and values is good and the council should have a through discussion and update the goals as necessary.

- 5) Do you feel you have sufficient time available to: attend Council meetings, retreats, regular meetings with the City Manager and review written materials provided to Councilmembers in order to adequately prepare for such meetings?**

Yes, as a small business owner, I have the flexibility to adjust my schedule to commit the time to the citizens of Mill Creek and serve on the Council.

City Council Position #3

Candidate 2: David Padineant



Mill Creek City Council Application from David Padineant – 9/21/2020

- o Name: David Padineant
- o Address: [REDACTED]
- o Phone: [REDACTED]
- o Place of Employment: Boeing
- o Educational Background: Bachelors in Aerospace Engineering from University of Washington and a Master's in Business Administration from University of Southern California
- o Years Lived in City: 9 years
- o Whether applicant is a registered voter in the City of Mill Creek: Yes

Statement of interest addressing the following:

- Summarize your involvement with this or previous communities. Include activities on City boards, with City events, local community groups, civic organizations, youth organizations, etc. Currently part of the board of directors and secretary for First Romanian Pentecostal Church (FRPC) in Kenmore since February 2015. In this role I've helped organize dozens of church events, community park days, local pop up food bank weekly at our facility and outreach activities helping orphanages in Romania, India, Philippines, Kenya and Myanmar. Created our member information in a digital platform using Elvanto software program of over 1200 members and families.
- What do you like most about living in the City of Mill Creek? When my wife and I returned back to Washington in 2011 we decided to make Mill Creek our home. The reason was the schools, parks, shopping, restaurants and the small town friendly feeling this city has.
- Why are you interested in being appointed to the City Council? There are 3 generations of my family living in Mill Creek and we are all here to stay for the future. I want to make sure this is a great place not only for me and my family but for our community as well. I believe that I have the skills from being a senior manager at Boeing and serving on our church board that I can help with balancing our budget while developing creative solutions for revenue generation that can be invested back into our city to serve the people.

The City of Mill Creek operates under a Council-Manager form of government. In this form of government, the role of a council member is to provide policy direction, establish goals and priorities, determine spending parameters through the biennial budget process and provide governance oversight. What background or experience do you feel you would bring to the City Council that would make you a good City Councilmember?

- How would you describe your communication and working style? I communicate depending on the need and what can be most effective with the various people that

I'm working with. Sometimes that means I communicate through email, text or even through a phone call. I am hard working and always striving for things to be improved and be done more efficiently.

- How would your communication and working style enhance and foster a positive and collaborative working relationship among the Council and between the Council and the City Manager? As a senior manager at Boeing I spent the past 7 years managing various teams across multiple organizations. I've been successful in communicating our business cases to executive leadership with recommendations on how to take action. I am respectful in listening to other people's ideas and working to get consensus on the best path forward.

Please review the Guiding Principles on page 4 and describe:

- How, as a member of the City Council, would you provide leadership and/or model the STAR values as set forth in the Guiding Principles? The way I would model the STAR values is through example, which I believe am doing already in my daily life as a member of this community. My example would also be shown during our board meetings and the team work that is required there and working with the city manager.
- What ideas do you have that would help the City achieve the goals set forth in the Guiding Principles? As I've seen the city struggle to fill vacancies in local business such as retail, I believe the way to see them filled is to turn a perspective to what residents are needing such as more medical and restaurant activity. This would with creating more revenue and help provide increased economic prosperity for our city which in turn can be used provide more public services.
- Whether you would seek to change/add/remove any goals to the Guiding Principles? Why or Why not? At this time, I would not seek to make any changes to the Guiding Principles because I've learned that it is best to go into a new situation doing more listening and understanding the needs of our city first. After a time if required I would make recommendations as appropriate to make our city more prosperous and our citizens secure in the future.

o Do you feel you have sufficient time available to: attend Council meetings, retreats, regular meetings with the City Manager and review written materials provided to Councilmembers in order to adequately prepare for such meetings: Yes, my work schedule is flexible to attend meetings or events as would be required and I have a great support network with my wife, parents and siblings that can help step in a personal aspect as needed.

Regards,

David Padineant



City Council Position #3

**Candidate 3:
Tannis Golebiewski**



Tannis Golebiewski

September 24th, 2020

Michael Ciaravino
City of Mill Creek
15728 Main St., Mill Creek, WA 98012

Dear Michael Ciaravino,

I am writing to express my interest in the vacant City Council position #3.

I have been a registered Mill Creek voter and resident since 2003. I lived in the Wildflower Park neighborhood from Nov 2003 through Nov 2012, when we moved to our current home in the Cottonwood neighborhood. I grew up in the Seattle area, graduated with a bachelor's degree in political science and mathematics from Case Western Reserve University in Cleveland, OH. I lived in Ohio and worked as a substitute teacher for a couple of years before returning to Washington.

For the past 21 years, I have been "employed" as a homemaker and a stay at home mom to five children. Our oldest turned 21 this month as she began her final year at Gonzaga University. We have two daughters at Jackson High School, one at Heatherwood Middle School, and a son in the fourth grade at Mill Creek Elementary. It has been a source of great joy to me to raise my children in the wonderful and close-knit community of Mill Creek. My favorite thing about Mill Creek is the feeling of being in a small town even though we have all the amenities of a larger city right at our doorstep. I love to go to the grocery store and know that I will likely run into someone I know! Over the years, our children have participated in local sporting and Scouting organizations which have brought us closer to our community through our parental volunteering roles.

My own involvement with local organizations has grown as the children have gotten older: as they became more independent I had more time to invest in the organizations which have

been so meaningful to them and have also been looking for more meaningful ways to serve in my community. I have been a Girl Scout volunteer for almost fifteen years. I began by running the cookie sale for my daughter's troop of 7 girls and have expanded that role to be a part of the team running the sale for the greater Mill Creek area, organizing and coordinating the sales for seven hundred girls. I took on the role of troop leader in 2015 and have been guiding that group of girls ever since, along with volunteer roles with my other daughters' troops. In the spring of 2017, I ran a weekend camp event for over three hundred girls and I have been involved in running camp weekends with the local service unit ever since, running one, two, or even three weekend events each school year. I have also served as the contact person between the Girl Scouts and the City and Chamber of Commerce, organizing girls to walk in parades and helping at the Mill Creek Festival. More recently, I have also joined the leadership team of my son's Cub Scout Pack, leading his grade level den and running the popcorn sale this fall. I have been a room parent, classroom volunteer, and occasional PTA volunteer in our local schools and preschool and elementary level catechist at our parish.

All in all, these volunteer commitments have required a considerable amount of time and energy and have used a wide variety of skills as well as teaching me a lot about myself and about the kids that we serve! Throughout my life, I have wanted to become more involved in the community at large and to find a way to give back since I have been so blessed. Now that the kids are older and at this unique time in our lives when so many other activities have slowed down, there is a unique opportunity for me to find a new role. I have the time to commit to a new job, to meet with new people, and to rise to new challenges. As the City Council position became available, I thoughtfully considered my own abilities and strengths, and I find that this position would be a good fit.

I do believe that my experience working with the Girl Scouts has given me valuable skills that I would bring with me to the Council. Communication and working with a group is integral to the work that we do. My communication style is very open and I consider myself a good listener. I think that the most important part of working together is to be open to each other's opinions and experiences and not to take for granted that our own way is necessarily the best option. It is important to be able to take varied ideas and to meld them together into a workable plan. I am willing and able to work with others or to take on work myself if that is what the situation requires.

In a political climate as polarized as ours is today, I think it is ever more important for civic leaders to model the STAR values laid out in the City's Guiding Principles. I believe in a

servant leader model: the goal is to serve in a way that identifies and strives for what is best for the City rather than what is best for the individual or what will look best at the next election. Honesty, transparency, and accountability are key. Civil discourse must be maintained and petty grievances and grudges from the past need to be put away. I have always tried to speak with clarity and honesty, to provide constructive criticism when I see a problem, and to do my best to avoid destructive gossip, spreading of rumors, and constant complaining. I feel like these are the values we teach our children, but sometimes we adults aren't so good at remembering them!

One idea that I have to help promote a sense of unity, respect, and civic pride for all citizens of Mill Creek would be to discourage the use of our "dueling" Mill Creek newspapers for political infighting. I think that the news of the City can and should be provided directly from the City. In the recent and not so recent past, these city newspapers have been the scene of ugly election gossip and biased reports of behind the scenes happenings at City Hall. I don't think that is particularly helpful, and is even less so when the papers in question are so blatantly taking sides on an issue or even in an election. In my experience, people tend to lose respect for and confidence in leaders, or even lose interest in the process, when it becomes so negative.

Another idea to promote unity and civic pride would be to recognize formally in the City's Guiding Principles the welcoming of residents and visitors of all backgrounds. In today's charged atmosphere, meeting the needs of all means understanding where they come from, valuing and celebrating that diversity. The Mill Creek Police Department did a fabulous job of this over the summer when they walked with youth protesting racial injustice and police brutality: they showed their willingness to listen and to work together toward a better future. I was very proud of my City! Recognizing the value of diversity in a formal way in the Guiding Principles is a good way to signal that it is important.

I want to thank you for taking the time to get to know a little more about me and I look forward to speaking to you in the future!

Sincerely,



Tannis Golebiewski

City Council Position #3

**Candidate 4:
Melissa Duque**



Melissa Duque



September 21, 2020

Letter of Intent for Mill Creek City Council Position No. 3

Dear City Manager, Mayor and City Councilmembers,

My name is Melissa Duque and I am submitting my letter of interest to fill the Mill Creek City Council Position No. 3 vacancy. I have been a resident of the city of Mill Creek for the past 8 years and feel so lucky to be part of this community.

Professionally, I am a project manager with a background in digital media, communications, and social media. I have my degrees in Journalism (BA) and History (BA) from California State University, Long Beach. I have focused my career working with nonprofits and philanthropic foundations on some of society's most pressing challenges.

When we began house-hunting eight years ago, my husband and I were looking for a community where we could plant our roots and raise a family. We looked all around Snohomish County and fell for the City of Mill Creek. We appreciated its access to transit and freeways, local businesses, and beautiful parks. As we have lived here, we have come to enjoy the great community events, growth in diversity of the city's residents and of course the friendliness of its residents. I am registered voter in the City of Mill Creek and am active in my HOA.

I have always been interested in local government growing up in California. I was "that kid" in school that was active with student government. I held all types of appointed and elected positions while in College. I loved it and I thrived because of it. Like many, once I graduated, I began to focus on my career, but continued volunteering with local organizations (American Cancer Society in Everett, Healing the Children of Oregon and Western WA) and didn't make the time to focus on government issues beyond voting. Becoming a homeowner and a parent has reignited this interest; I want the community – and the world – in which my sons live to be one where they can excel in all ways.

To that end, I made a promise to become active. I have participated in a communications focus group that informed the development of the city's revamped website and had the opportunity to learn about the city's vision. I later took on a research project with the Art and Beautification Board where I was able to interview former councilmembers, former residents, current residents, and city staff to develop a more robust history of the city and its growth. I spent time reading past city council minutes, proclamations, and many news articles to get a grasp on not just what happened historically but what the changes meant for all those involved. It was eye opening.

I did previously apply for an open city council position. I remember sitting outside the chamber waiting for my turn to be interviewed and chatting with all the other applicants (there were so many of us) and I felt so proud that all of us were this excited to be involved. It didn't work out, but I didn't want that to discourage me. Later that year, an opening for the Park and Recreation Board was available and I applied, interviewed, and was appointed. It has been such an incredible experience. I really encourage all residents to join a board at some point.

The Park and Recreation Board has been a highlight and I am fortunate to be currently serving as its chair. We have seen some incredible improvements to parks and some fantastic projects come from the local youth organization. This current year, the Board is working through what I consider becoming more proactive as aboard with our goals and less reactionary. We are thinking through what parks should be now, in a year, and in five years. Since being on this board I have also been able to work with multiple city staff and see first-hand their roles.

Thank you for taking the time to read my letter of intent, and I appreciate the opportunity to continue to support the City of Mill Creek and its residents.

Melissa Duque



September 21, 2020

Responses to Supplemental Questions for Mill Creek City Council Position No. 3

The City of Mill Creek operates under a Council-Manager form of government. In this form of government, the role of a councilmember is to provide policy direction, establish goals and priorities, determine spending parameters through the biennial budget process and provide governance oversight. What background or experience do you feel you would bring to the City Council that would make you a good City Councilmember?

My background is in project management and communications. I have a strong understanding in audience engagement, storytelling, marketing, and the importance of transparency with your stakeholders. As a project manager I develop budgets, assess projects, and develop timelines that have achievable deadlines.

A few years back, I made a commitment to give back to the community where I live. For the past two years, I have had the pleasure of being a member of the Park and Recreation Board and am currently serving as its chair. Additionally, I worked with the Art and Beautification Board on a research project.

I have previously served as a board of director for two nonprofits. I have participated in budget development, the approval process while also maintaining and supporting programmatic objectives. Professionally, I have also supported executive boards and executive directors. I feel my experience from both sides would make me a strong city councilmember and allow me to have a seamless transition to the current city council.

How would you describe your communication and working style?

Inclusive.

I listen, observe, and ask questions. I enjoy working in an open collaborative environment. I'm never afraid to voice my opinion but I also strive to be respectful and knowledgeable. And if I am uncomfortable or maybe a topic is not something, I am familiar with, I am honest about that and work to become knowledgeable.

How would your communication and working style enhance and foster a positive and collaborative working relationship among the Council and between the Council and the City Manager?

I prefer working in teams. I find it motivates me to do my best and I always want to be supportive of others and their opinions. While I may disagree, I

try not to take things personally. I think that is what can be difficult in these types of roles. I also pride myself in always thinking about how actions impact different audiences including different communities (e.g., ethnicities, age, socioeconomic). I'm empathetic and that helps me to defend and build spaces that foster a positive environment.

*Please review the Guiding Principles on page 4 and describe:
How, as a member of the City Council, would you provide leadership and/or model the STAR values as set forth in the Guiding Principles?*

As a member of the City Council, I would make sure to focus on being cooperative, inclusive and adaptable with my interactions with fellow City councilmembers and staff. I think those three would be core to being a model of the STAR values. I think valuing others opinions even when disagreeing is key. It's important to not disregard opinions to maintain professionalism.

What ideas do you have that would help the City achieve the goals set forth in the Guiding Principles?

As a resident, I've noticed the vision being implemented through recreational opportunities, customer service and community preservation. I think including a timeline for public consumption about how the guiding principles will be met would be a strong way to affirm to the community the importance of the vision, mission, star values and goals. I feel one strong way I can help is thinking through how things should be shared publically. To achieve these goals the strategies being used to reach them need to be shared and this process needs to be transparent including where the city is with meeting these goals. A mission and vision guides us but the goals are what tells us we are getting there.

*Whether you would seek to change/ add/remove any goals to the Guiding Principles?
Why or Why not?*

I believe the Guiding Principles are clear and concise and speak to strong standards for a strong City. If I were to add anything, it would be about diversity. Specifically within Civic Pride or Leadership. I think it would be appropriate to include language (if it is a goal) about increasing diversity and inclusion for civic participation (all ages, ethnicities and socio-economic). The city is growing with the increase of housing and it makes sense that the City would want to encourage diversity in civic participation.

Do you feel you have sufficient time available to: attend Council meetings, retreats, regular meetings with the City Manager and review written materials provided to Councilmembers in order to adequately prepare for such meetings?

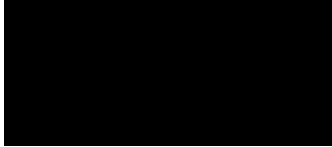
Yes, I will have sufficient time to attend Council meetings, retreats, regular meetings with the City Manager and review written materials.

City Council Position #3

Candidate 5: Benjamin Briles



Benjamin Briles



18 SEPTEMBER 2020

Michael Ciaravino

City Manager, City of Mill Creek
15728 Main St.
Mill Creek, WA 98012

Mr. Michael Ciaravino,

I would like to express my interest in appointment to the City of Mill Creek City Council Position #3. I am currently employed as a Mechanical Design Engineer at the Boeing Company. I have a B.S. in Aerospace Engineering from Iowa State University, with graduate work performed in Physics, Math, and Statistics at University of Houston - Clear Lake. I have lived in the city for 8 years, and I have been a registered voter here since I first moved in.

I have been fortunate enough to have served on many boards and committees here in Mill Creek. I am the chair of the Arts & Beautification Board and have served two terms there. I am on the Mill Creek Boulevard Sub-Area Project Advisory Committee and I advised on the search for our current City Manager. I am also on the Kiwanis of Mill Creek Board of Directors. Together with my wife I volunteer with the Mill Creek Elementary PTA. Outside of the city itself, I am a commissioner on the Snohomish County Planning Commission and my family and I volunteer with the Snohomish Conservation District to grow, collect, and donate food to the Mill Creek Community Food Bank.

I love the festivals, parades, and ceremonies we hold in our city and how they foster a sense of community and drive community engagement. I greatly enjoy the beautiful trails and parks we have and how we place so much importance on our shared outside spaces. I especially enjoy the care taken to maintain the native trees.

I am interested in being appointed to the City Council because I am highly invested in the place my wife and I intend to raise our children, and I want to help the city maintain its character. I want to serve the city in an expanded way, setting sound policy for the future, as we intend to live out our days in the city.

Sincerely,

Benjamin Briles

Written responses to the following supplemental questions:

- 1) The City of Mill Creek operates under a Council-Manager form of government. In this form of government, the role of a councilmember is to provide policy direction, establish goals and priorities, determine spending parameters through the biennial budget process and provide governance oversight. What background or experience do you feel you would bring to the City Council that would make you a good City Councilmember?

I have led multiple teams in my professional and volunteer work, which has included establishing goals and priorities and determining the best use of our resources based on a strict budget. I have also been involved in budget discussions for many projects, building estimates and plans, and reviewing budgets to ensure priorities and schedules will be met. I have worked collaboratively with my fellow members on the Arts & Beautification Board to develop and oversee beautification projects in our city from concept through implementation. I have reviewed upcoming plans and potential policy changes for land use in my role on the Snohomish County Planning Commission and the Mill Creek Boulevard Sub-Area Project Advisory Committee. I have been interested in how our city is developing, followed the actions taken regarding our surface water infrastructure system, and provided comments on priorities in the Capital Improvement Plan.

- 2) How would you describe your communication and working style?

My communication and working style is open and collaborative. I respect the viewpoints of others who I know are also working to create and maintain the best city possible, and I enjoy working together to understand where we agree and disagree and find a solution that best benefits the city overall.

- 3) How would your communication and working style enhance and foster a positive and collaborative working relationship among the Council and between the Council and the City Manager?

I seek open, collaborative, and transparent discussion. If the stated forward actions aren't clear, it can result in a delay in positive results at best, and sometimes much worse. In my work, I stress the importance of actionable comments, not vagueness. This would support clarity between the City Council and the City Manager, bringing our best results. Communication amongst the Council must always be respectful and collaborative, as we are all working to ensure a bright future for our city.

- 4) Please review the Guiding Principles on page 4 and describe:

- a) How, as a member of the City Council, would you provide leadership and/or model the STAR values as set forth in the Guiding Principles?

I would work to show the value of excellent service to our community, through working as a team to accomplish our goals, being accountable and transparent in my actions, and in respecting our common goals as well as our differences.

- b) What ideas do you have that would help the City achieve the goals set forth in the Guiding Principles?

I love the festivals, parades, and ceremonies hosted in our city, as they foster a sense of community, and bring intrinsic value to us all. One area I think we could improve is to have a flexible, multi-purpose meeting and play space in our community.

- c) Whether you would seek to change/add/remove any goals to the Guiding Principles? Why or Why not?

I wouldn't seek to change the goals to the Guiding Principles. Every one of these is an important part of the structure that will make Mill Creek a desirable place to live, work, and play for years to come.

- 5) Do you feel you have sufficient time available to: attend Council meetings, retreats, regular meetings with the City Manager and review written materials provided to Councilmembers in order to adequately prepare for such meetings?

Yes. My schedule is flexible, and the city is important to me.

City Council Position #3

**Candidate 6:
Carmen Fisher**



Carmen Fisher



September 23, 2020

To the Mill Creek City Council:

I am writing to establish interest in appointment to the Mill Creek City Council Position #3 vacancy. I am a registered voter, and have lived in Mill Creek since April of 2015.

My Bachelor of the Arts (1999) and Jurist Doctorate (2003, cum laude) degrees were both earned in my home state at Indiana University, Bloomington. I passed the Indiana Bar Exam in 2004. Afterward, I worked as an LSAT instructor and teacher trainer at Kaplan Test Prep, and opened a poker supplies store in the local mall. For the past 13 years, I have been self-employed as a hypnosis content-creator.

This year, I was invited to be part of the Snohomish Multi-Agency Response Team (SMART) as a community representative on investigations of law enforcement use-of-force incidents. As an inaugural community member, I'm privileged to be involved both in overseeing investigations, and also working to establish standards and parameters.

From December of 2018 to August of 2020, I served as vice-president of the Mill Creek Police Foundation. In that role, I had the opportunity to learn a lot about the MCPD, which I believe is particularly useful given the percentage it represents of the city budget. I am also a member of the Friends of the Mill Creek Library, serving as Grant Committee Chair this year, and am a member of the Mill Creek Women's Club.

So many factors contribute to Mill Creek's extraordinary quality of life that is difficult to choose a favorite among them. I find my moments of greatest residential joy and pride at community events, such as holiday celebrations and parades, Summer Concerts, and the Mill Creek Festival. On a more day-to-day basis, the parks and trails are incredible, and blend so well with attractive designs for residential and commercial areas. The simplest answer to what I love here is, it feels like home.

I am the kind of person who, if you invite me over for dinner, you're likely to find me in the kitchen afterwards helping with the dishes. I do that because I am fulfilled by having a part in the work of creating a positive communal experience. I am grateful to be a citizen of Mill Creek, and the best way to demonstrate gratitude is to be part of creating the same blessing for others. I am interested in being appointed to the City Council for that purpose.

As always, thank you for your consideration. It would be a tremendous honor to collaborate with you in service to Mill Creek, and I stand prepared to get right to work if given the opportunity.

Sincerely,
Carmen Fisher

Supplemental Questions

The City of Mill Creek operates under a Council-Manager form of government. In this form of government, the role of a councilmember is to provide policy direction, establish goals and priorities, determine spending parameters through the biennial budget process and provide governance oversight. What background or experience do you feel you would bring to the City Council that would make you a good City Councilmember?

The best experience anyone can have: going to meetings, being prepared, and paying attention. Instead of having to catch up whenever the Council addresses long-term projects, I am already familiar with most ongoing issues that have come up since the beginning of 2017. For example, I have seen hours of presentations on the surface water pipe repair and replacement project, spread over several meetings. As far back as the first meeting I attended, I learned the important fact that people do not like having chip and seal in their neighborhoods. That kind of accumulated knowledge can only be gained from consistent participation over years.

Similarly, I have observed the processes for recurring council responsibilities, such as considering the property tax levy, budget approval and monitoring, state audits, event planning, and the steps involved in land use projects. I have paid attention with the intention of being prepared to participate, knowing that the situations would come up again.

I have also regularly studied the 2017-2018 and 2019-2020 biannual budgets, finding that the wealth of information they provide cannot be overstated. Not only do they show the services provided, associated expenses, and revenue streams, they describe the city's history and values. I have an affinity for numbers, so I find the lists of figures quite fascinating. At the cusp of the council's work on the 2021-2022 budget, my prior knowledge can be a valuable asset, particularly as one of two new members.

How would you describe your communication and working style? How would your communication and working style enhance and foster a positive and collaborative working relationship among the Council and between the Council and the City Manager?

The keystone of my collaborative style is being able to empathize with and fully consider multiple viewpoints. I am an inquisitive person, so I prefer to take ample time listening and asking questions, to develop a full picture of others' positions. This allows me to understand teammates challenges, needs, and priorities, facilitate communication, and help maintain a mutually supportive, upbeat atmosphere among the group. I strive to avoid conflicts by making sure that there is a clear, shared understanding between everyone involved, including actionable commitments and time frames.

When addressing a problem or decision, I am very analytical and objective. Consensus is most easily reached when it is based on facts and logic, rather than emotional appeal. The more important something is, the more important it is to have thorough, calm, respectful discussions. As I have demonstrated in Audience Communication, I value strong adherence to rules designed to guide decision-making and set expectations. Because of this, I am extremely enthusiastic about the possibility of considering edits to the governance manual.

Please review the Guiding Principles on page 4 and describe:

- *How, as a member of the City Council, would you provide leadership and/or model the STAR values as set forth in the Guiding Principles?*
- *What ideas do you have that would help the City achieve the goals set forth in the Guiding Principles?*
- *Whether you would seek to change/ add/remove any goals to the Guiding Principles? Why or Why not?*

The key to the first STAR value, Service, is understanding the needs of your target from their perspective, so it is always helpful to create ways of encouraging input from residents' points of view. I would suggest that a great, and literal, way of doing this would be to solicit photograph submissions through a contest or other promotion, a tactic described in the book *Seeing the Better City*.

A prompt asking for pictures of issues that need to be addressed would provide clear information for prioritizing and addressing problems. Requesting photos of favorite spots tells you what people value, but also give an analyzable context for insight into contributing factors for a great spot. A photograph captures not only a place, but something about the person's relationship to the place, which would be difficult to convey in any other way.

Service is my foundational focus, because it is the key to the second STAR value, Teamwork. The team succeeds by working to enable each other's success, often best accomplished by thinking in terms of being of service to each other. Accountability and Respect are necessary aspects of a culture of service. Denial of responsibility puts blame on others, the antithesis of service, and it is impossible to understand a person's perspective when you don't give them respect.

To fully achieve the ideals of the Guiding Principles, I believe they would have to be a more active part of city business. If I recall correctly, the last time I saw them mentioned was the last time I submitted a vacancy application, and the same with the time before that. The principles show up, but not as a matter of conscious attention.

Goals can be achieved only when there is some way of knowing when progress is being made. It is necessary to have a schedule for making status observations and established metrics of success. Both having the conversation about tracking and following a plan might indicate potential changes, but currently I would focus only on modifying the approach to what it means to have Guiding Principles, and none of the items themselves. This would be a good thing to discuss in concert with consideration of the governance manual.

Do you feel you have sufficient time available to: attend Council meetings, retreats, regular meetings with the City Manager and review written materials provided to Councilmembers in order to adequately prepare for such meetings?

Yes, with full understanding of how extensive some meeting packets can be, from reading them. I've devoted hundreds of hours in study of council materials as a private citizen, as well as time spent in meetings and other civic activities. You can rely on my enthusiastic availability.

City Council Position #3

**Candidate 7:
Sean Paddock**



Please consider my application for the open Mill Creek City Council Position.

Name: Sean Paddock

Address:

Phone:

Place of Employment: Dell Technologies

Educational Background:

- Stanford Graduate School of Business: Executive Program for Strategy and Organization
- Pepperdine School of Law: Advanced Strategic Negotiation
- Kellogg School of Management: Incentive Planning
- SAS Stewart Communications: Media and Communication Training
- San Diego State University: Bachelor of Science (Finance and Accounting)

Years Lived in City: 6+

Applicant is a registered voter in the City of Mill Creek: Yes

Written responses to supplemental questions.

Summarize your involvement with this or previous communities. Include activities on City boards, with City events, local community groups, civic organizations, youth organizations, etc.

Joining the City Council would provide an opportunity to build on my education, experience and civic engagement while serving the community and city I love. The City of Mill Creek offers a supportive, caring, diverse community and just the right amount of everything - eclectic commercial districts, varied and easy access to parks and indigenous habitat, great schools and engaged neighbors.

My civic involvement began early as a YMCA "Indian Guide", in Scouting as a Webelo, as an altar-boy in our local parish and at university as Secretary of the Associated Students, the organization representing 35,000 undergraduates. Over the next 30+ years as a parent of three daughters my engagement focused on supporting schools and extracurricular activities - such as soccer league manager, parent-fundraiser supporting student organizations and music programs. Within the education realm I worked for and on behalf of the Partnership for learning - the education foundation for the Washington Roundtable - in both an operations and fundraising capacity. Today, as the husband of an Everett School District administrator, my community activities are focused on the most vulnerable (ie food banks) and social services

through the school district - supporting the community my wife serves daily. As a member of the City Council I would draw on each of these civic experiences to represent the constituents who today are at their own stages of similar journeys - children looking for extracurricular outlets and support, young families looking for a beautiful and supportive community in which to raise their families, "empty nest" and and /or multi-generational households looking to engage civically with neighbors and business owners providing services to all of the above in a very challenging climate.

What background or experience do you feel you would bring to the City Council that would make you a good City Councilmember?

The civic and volunteer experience I have had provides me with a significant level of empathy and understanding for the needs and challenges of our community. My education includes a BS in Finance and Accounting, certificates in Strategic Negotiation from Pepperdine Law School and in Strategy and Organization from Stanford Graduate School of Business - each of which appears in alignment for Council Member responsibilities as outlined by Mill Creek City Council and the Roles and Responsibilities of Local Government Leaders provided by the MSRC. Professionally, my 30 years of experience building and leading and/or guiding teams large and small (5 - 350+) for both small, local start ups and global Fortune 100 companies has taught me, through training, trial and error, the value of direct, collaborative and empathetic communication - the more I learn and experience, the more I need to listen and learn from others. Additionally, the last 8 years of providing Boeing and Boeing-affiliated organizations with strategic counsel on technology and culture would be useful to the Council in similar upcoming issues.

How would you describe your communication and working style?

Personally and professionally my communication and working style is collaborative and dedicated. I attempt to stay true to two paradigms - 1) seek first to understand and 2) have strong opinions, loosely held. In working with corporate executives, small technology implementation teams, community groups or at the home - when I seek to understand the objectives, positions, hopes and fears of the participants I can be of maximum service and impact. Similarly, when I engage in these situations with an informed, strong opinion, that is open to new data and/or perspective; collaboration, respect and mutually desired outcomes are achieved.

How would your communication and working style enhance and foster a positive and collaborative working relationship among the Council and between the Council and the City Manager?

My communication and working styles are ideally suited for the Council-Manager structure - a highly collaborative, relatively non-hierarchical environment. Seeking the common ground, assuming positive intent in others and working hard to work together are hallmarks of successful teamwork - qualities I would seek to foster as a member of the City Council.

How, as a member of the City Council, would you provide leadership and/or model the STAR values as set forth in the Guiding Principles?

The Principles of Service, Teamwork and Respect have been critical to my prior success; and, at times, the lack thereof have been keys to my 'learnings' (aka failures or struggles). As with any part of my life, in any engagement I would continue to bring these Principles to my work with the City Council, with the City of Mill Creek and would look to find and nurture them in my partners and peers. Accountability - transparency, honesty, integrity and responsibility - I believe this is a part of who a person is, or, it is not. I bring these Accountability traits wherever I am and, again, seek to create an environment to enable the traits in others.

What ideas do you have that would help the City achieve the goals set forth in the Guiding Principles?

The most impactful way to instill values and achieve goals, once mutually acknowledged and agreed to, is through shared effort to deliver tangible outcomes. Working closely with the Council, the City staff and constituents is the acid test of execution. Creating opportunities to collaborate on a personal level, to expand and diversify the participants and input and to build a high level of teamwork and mutual accountability would be where I would start.

Whether you would seek to change/ add/remove any goals to the Guiding Principles? Why or Why not?

I would not seek adjustments to the Guiding Principles. I will listen for the consistency of application of the Guiding Principles and, if necessary and working as a part of the City Council team, address any changes, additions and/or removals impeding our efforts to serve.

Do you feel you have sufficient time available to: attend Council meetings, retreats, regular meetings with the City Manager and review written materials provided to Councilmembers in order to adequately prepare for such meetings?

Yes

--

Thank you for your consideration,



Sean Paddock

City Council Position #3

**Candidate 8:
Adam Morgan**



Mill Creek City Council

Position 3 or 6

Name - Adam Morgan
Address - [REDACTED]
Phone - [REDACTED]
Email - [REDACTED]
Place of Employment - Owner of Porch Light Homes INC.
Educational Background - Bachelor of Science in
Business Administration from
California State University at Northridge
Years Lived in Mill Creek - 6
Registered in Mill Creek - Yes



Good evening to our fine representatives of the Mill Creek City Council. My name is Adam Morgan, and I would be honored to join Mill Creeks wonderful City Council. I have lived in Mill Creek for over 6 years now and have never been happier. Mill Creek is a fantastic city with tremendous local pride and citizens who truly care about their community. I have witnessed this first hand acting as President of my community Home Owners Association, as a Coach for the Mill Creek Little League, and as a Charity Community Organizer. I have found that the most important thing when trying to bring people together for a common purpose is to provide a platform where they can be heard and to listen to all of the voices of our community. If we tackle problems solely with our own agenda in mind it is bound to fail, only by collaboration can we find a solution that will work for all members of our community.

I have always been interested in serving my community. In 2019 I had the pleasure to run for Mill Creek City Council. I pride myself on my knowledge of financial systems and the importance of proper budgeting, as I used to be a Merrill Lynch financial advisor and now run my own business. My goal for running for City Council was not to push any preconceived agenda but to provide expertise while listening to all sides of each issue. It is our job as City

Representatives to implement the will of the people not to tell the people what we can and can not do. When there is a will there's a way and I know I can help find the way. I ended up losing the election to the Honorable John Steckler in a close race but gained so much in the process. Namely I was provided the opportunity to meet all of my Mill Creek neighbors, and gain a much more intimate knowledge of their feelings and desires and the ins and outs surrounding our city government. I am so proud to call myself a member of the Mill Creek family.

Mill Creek has a wonderful form of government. I see a Council-Manager system extremely efficient. The city runs almost independently in their day to day operations but the council provides the vision and the plan based upon the desires of the community. Mill Creek has a very solid foundation based around its guiding principles of Service, Teamwork, Accountability and Respect. Each vital to a properly functioning government. Most important in my mind is Teamwork and Respect. We must always begin with Respect for if we Respect one another it opens us to working together(Teamwork) which in turn allows us to best Serve our City as we are all Accountable for what happens to her. The Goals stated in our Mill Creek Guiding Principles are thoughtful and thorough and I don't believe anything needs to be added or subtracted but of course I am open to alternate viewpoints.

Thank you for taking the time to consider me for Mill Creek City Council. I know that no matter who you ultimately decide upon, Mill Creek will be a better place as a result. Thank you for the tireless effort and thankless devotion you give to your City. Have a great evening.

Best Regards,

Adam Morgan

City Council Position #3

**Candidate 9:
Lynn Sordel**



September 22, 2020

City Manager

City of Mill Creek, Washington

RE: Application for City Council Position # 3

Mr. Ciaravino;

I am pleased to provide you with the following information for this very important position.

Name: Lynn D. Sordel

Address: [REDACTED]

Phone: [REDACTED]

Place of Employment: City of Lynnwood, Director of Parks, Recreation and Cultural Arts

Educational Background: M.S. Western Illinois University, Macomb, IL

B.A. Western Illinois University. B.A. Western Washington University

Years Lived in Mill Creek: 13 years

Registered Voter: Yes

Statement of Interest: I served on the Mill Creek City Council for 15 months and also was an active member of the city's Parks and Recreation Advisory Board for 3 years.

My wife and daughters moved to Mill Creek from Florida in 2007. Although I work for the City of Lynnwood, we chose to live in Mill Creek for its environmental beauty and the sense of community. We were thrilled to relocate to a city that provided so many places to walk and shop. The city is very livable and welcoming.

We enjoy the convenience of Town Center and the fact we can access the other important necessities within a short distance from our home. Our neighborhood is full of beautiful trees and is very walkable.

Why am I interested in serving on the City Council?

I believe my past experience on the City Council combined with my 30 + years of public service as a Parks and Recreation professional has provided me with a perfect balance of skills required for this opportunity.

I have a deep respect for governance and understand how to create effective public policy. Because I have worked closely with many City Councils, combined with my previous Council responsibilities, I am uniquely qualified to immediately step in and make a difference.

I am excited to work with the rest of the City Council to regain the city's prominence in the region.

Written Responses to the Questions Provided

1. My background as a parks and recreation professional has provided me with many opportunities to enhance and improve the quality of living where I have worked. I have been instrumental in developing sound policies, strategic plans and other relevant documents that were used to shape the communities where I was employed. I understand the importance of good public policy, what is required to achieve that important aspect of governance, and I have devoted my personal life to collaborating with others to be successful. I have been involved in the development of millions of dollars of public parks and facilities throughout my career as a director in two large city's and a very large county. I possess a great deal of experience in municipal finance, strategic planning and oversight of citizen boards and commissions. Most of all, I am a hard worker and enjoy working with others to achieve successful outcomes. My 15 months serving on the Mill Creek City Council provided me with the opportunity to see city operations from a different perspective. I provided my best ideas and worked well with the other council members.
2. My communication style and working style are similar as I am always seeking to be open to ideas, respect different opinions and listen. I am very collaborative and engaging. I enjoy working with other

people and have consistently demonstrated my ability to reach a consensus as required, but through engagement and listening.

3. These skills I have mentioned have served me well throughout my career. I attribute a majority of my success due to the fact I enjoy listening and collaborating with others. I find this experience to be gratifying and rewarding. I typically am working with 7 citizen volunteers for each board, and we have been successful because we work well together and respect each other's ideas.

4. City Guiding Principles

I would use my experience in creating public policy and strategies to good use with this opportunity. I have chaired numerous committees and citizen advisory boards that were tasked to create city strategies and policy recommendations for consideration by Council.

While Mill Creek has created an aspirational set of Guiding Principles, I did not see any specific outcomes, deadlines and other important milestones listed under each category. If this document is to be used to move the city forward, these important components must be thoroughly vetted and discussed with the Council and community members. Achievable outcomes and goals are needed to hold the staff and council accountable. These next steps are an absolute.

At this point, I would not offer any changes to the document. I believe my comments above would be the next steps to achieve success. Measurable goals with desired outcomes under specific timeframes are needed. Once these are completed, priorities and specific strategies with the allocation of necessary resources can be created.

5. I have sufficient time to devote to this opportunity, A majority of my current work responsibilities can be arranged to meet the requirements of this opportunity. If there is a conflict, I would be transparent and share the issue at hand.

Fortunately, I am very familiar with many of the issues the city is facing. The staff reports and other documents to be reviewed are

very easy for me to comprehend, and this is where I believe I can immediately step in and provide added value to the council.

Additional Comments

In my current capacity of Parks, Recreation and Cultural Arts Director for the City of Lynnwood, I administer the second largest General Fund department within the city (\$16 M budget with oversight of 40 FT and 200+ PT staff)

I am staff liaison to the Parks and Recreation Advisory Board, the Human Services Commission and am President of our non-profit Parks and Recreation Foundation.

I serve on every important city committee including the Sound Transit Design team, capital planning, diversity and inclusion, strategic budgeting for outcomes and other related important city work teams.

I am grateful for this opportunity and would be dedicated to moving the city forward with our community members and council.

Thank you.

Sincerely,

Lynn D. Sordel

City Council Position #3

**Candidate 10:
Jon Ramer**



16 Sep 2020

Jon Ramer
[REDACTED]

Dear Mill Creek City Council Members,

I am interested in filling position #3 of the City Council. My contact info is phone numbers [REDACTED] or [REDACTED]. I am the Vice President of the company Catalytic Resources, LLC, based in Mt Vernon, WA. I have a Bachelor of Science in Computer Programming and Physics and a Master's degree in Aerospace Engineering. Additionally, I graduated from Air Command and Staff College and Joint Command Staff College for the US Air Force. I have lived in Mill Creek for four years and am a registered voter here.

I am active in my local community with the Mill Creek Kiwanis and Mill Creek AMVETS Post 2018. I also participate on the Mill Creek 2040 community vision panel and ran the City's Memorial and Veterans Days parades and ceremonies for three years.

I love living in Mill Creek because it is the first city I have lived in since I retired from military service that has made me and my family feel like welcome members of the community. It has an amazing "home town" vibe that goes well beyond the excellent mix of modern architecture and natural beauty.

I am interested in serving as a City Councilmember because I want to give back to my community. Mill Creek has supported me and welcomed me like no other place. I have leadership and management skills honed over 25 years of military service which I feel would be very beneficial to Mill Creek. I have twice commanded units with more people than the city staff and far greater budgets than the city. I have extensive experience with budgeting, personnel evaluations, strategic planning, and managing civil engineering projects like pipelines, road works, and construction, plus managing fire departments, police, and inter-government relations.

As for my management style, I was told by troops in both of my commands that I was the best leader they had even served with because I led by example with open and honest communication. I feel that a leader needs to listen to the people they lead and show them the respect they deserve. When you do that, those people will do their absolute best in every job they have.

I strongly believe in and have always operated with the Air Force motto as my guiding principle – Integrity First. This is what I would bring to the council, military integrity, ethical standards, and reasonable, disciplined leadership. I see no reason to change the guiding STAR principles at this time.

As I have attended City Council meetings for over two years, I definitely have the time to continue doing so in the future, plus any needed time to prepare for said meetings.

Thank you for your consideration and I hope to be serving with you.



Jon Ramer

City Council Position #3

**Candidate 11:
Sid Siegel**



Sidney (Sid) Siegel



I would like to express my interest in the appointment to the vacancy on the Mill Creek City Council (Position 3). I have been a resident of Mill Creek for over 5 years and am a registered voter here. I am a retired technology professional and was lastly employed with Milliman, Inc. in Seattle for just over 20 years. I earned my BS in Computer Information Systems from City University and my MBA from the University of Washington.

I am currently volunteering in a number of capacities in Mill Creek. I am the treasurer and International Service Committee co-chair for the Rotary Club of Mill Creek and the treasurer for the Rotary District 5030 Foundation. I hold several volunteer positions with the Mill Creek Community Association (MCCA) as vice-chair of the Inspection & Engineering committee and on the Nominating Committee. I am the president of Belvedere Place HOA.

My prior involvements in other organizations are numerous.

- Treasurer and Board member, Parent Teachers Organization at Glacier Peak High School
- Board member, Highlands HOA
- Softball coach for South Snohomish Girls Softball team
- Watchdogs – parent involvement organization for Little Cedar Elementary School
- Mill Creek Food Bank volunteer
- Logistics manager for Ear/Nose/Throat surgical medical mission to Guatemala
- Susan G. Coleman 3-day Breast Cancer Walk – Camp Logistics manager
- Goodwill games volunteer
- Treehouse volunteer – services for kids/families in foster care system

Picking a “most like” reason that I like living in Mill Creek is a tough one as there are so many competing reasons. I would describe my reason as “livability.” We have a combination of the Town Center, Nature Reserve, walking trails and parks, passionate neighbors and high standards of so many neighborhoods. These all work together to make this a community I want to live in and belong to – not just commute in and out of.

I am interested in joining the council as it will be an impactful way for me to contribute to the ongoing health and improvement of the administration and operation of our city. Rotary’s motto of “service above self” is one of the main reasons I am a Rotarian and my history of volunteering speaks to my belief in giving back and serving others. I have been blessed in my life with health, education, experience and family. I believe its my responsibility to contribute to our community and would gladly do so.

Thank you for your consideration,

A handwritten signature in black ink, appearing to read 'Sid Siegel', written over the printed name.

Sidney Siegel

Sidney Siegel – Supplemental questions

What background or experience do you feel you would bring to the City Council that would make you a good City Council?

Family – having raised a family, in part here in Mill Creek, I understand the perspective of young families and their priorities for having a good place to call home.

Work – in my career I worked successfully in many capacities – an individual contributor, manager of a team of professionals and as part of a diverse cross-functional team. My collaborations ranged from working with accounting clerks to dealing with “C” level executives. Doing so impressed me with the need to understand your audience when communicating as well as seeking commonality and consensus when creating solutions.

Volunteerism – my broad and ongoing commitment to volunteering is not only self-satisfying but beneficial to those around me. Approaching service without agenda, with integrity and honesty and in a spirit of collaboration is what makes so much in our community work.

How would you describe your communication and working style?

My communication style leans most predominantly to the assertive. By this I would describe my process as one of asking questions, seeking to understand the other person and responding confidently with my viewpoint. I understand I may be wrong at times and do not hesitate to admit such or request help from others to understand other perspectives. My working style is predominantly logical, data-oriented and analytical as influenced by my career in technology and engineering.

How would your communication and working style enhance and foster a positive and collaborative working relationship among the Council and between the Council and the City Manager? My working style would encourage addressing issues and topics from a perspective that is logical and supported by the facts and data. I find that making tough or unpopular decisions can be easier when the emotion can be taken out by respectfully looking at the numbers/facts. My communication style would help in working to broaden the understanding of issues and topics while in discussion for myself as well as others. It would also encourage the feeling of being heard in those who are speaking, as truly understanding the other person is as important as being able to respond.

How, as a member of the City Council, would you provide leadership and/or model the STAR values as set forth in the Guiding Principles? The STAR values align quite well with my own personal values. My history of service speaks for itself and my interest in serving in this position shows my passion for serving as well. The Council is in a great position to strengthen its service to the citizens of Mill Creek but also with the Manager and city staff. Continuing to strengthen this spirit of service will require and foster the teamwork between citizens, council and staff that is needed to ensure the goals listed in the guiding principles are achieved. “Say what you mean, mean what you say and do what you say you will” is a statement I work hard to live by and model in my life. Without being accountable to your word you cannot develop the trust required for strong teamwork. I would model the value of accountability by working with the Council to communicate expectations and direction clearly with our citizens as well as the Manager. Ongoing follow-up in both directions is critical to ensure we are all holding each other accountable to our pledge of service to the community. Lastly, valuing and respecting our work, ideas and concerns through open communication is a must for continuing to develop teamwork.

What ideas do you have that would help the City achieve the goals set forth in the Guiding Principles?

The goals set forth in the City's Guiding Principles are pretty complete, establish a high standard for governance and make Mill Creek the great city it is. 2 areas that have received attention recently affecting the City's ability to achieve those goals are the COVID affected impact of the City's finances and the need to strengthen and rebuild staffing to ensure the City effectively serves the community. I look forward to taking a deep dive into the finance areas of revenue and budgeting as well as working together with Council supporting the Manager in building a strong staff. I am also encouraged by the Council's attention to update the Governance Manual and look forward to contributing from the perspective of a new member.

Whether you would seek to change/add/remove any goals to the Guiding Principles? Why or Why not?

I would not change/add/remove any goals. As I mentioned above the goals are very robust for supporting a great livable city. I would focus on working hard to ensure our execution of duties supports those goals.

Do you feel you have sufficient time available to: attend Council meetings, retreats, regular meetings with the City Manager and review written materials provided to Councilmembers in order to adequately prepare for such meetings? Yes.

City Council Position #3

**Candidate 12:
Mark Johnson**



MARK JOHNSON



September 23, 2020

Michael Ciaravino, City Manager
City of Mill Creek

RE: Letter of Intent to fill City Council Position #3

Dear City Manager Ciaravino,

I, Mark Johnson, am writing to inform you of my interest to fill Position 3 of the Mill Creek City Council. I am a Snohomish County native, have lived in the City of Mill Creek for over 7 years, and I am registered to vote within the City of Mill Creek.

From 2014-2017, I served on the Mill Creek Park and Recreation board. During this time I created the concept and winning design for Exploration Park, supported city events, and gained a great appreciation for the work that the city staff and council provide. During those years I also served on my neighborhood home owner's association where I developed and deployed new communication channels between the board and members, revised policies to reflect current community needs, and created and implemented new rules and regulations to provide the community and future board members long-lasting guidance.

I am an active volunteer with the Mill Creek Little League, coaching baseball. I also volunteer at my children's school – Mill Creek Elementary – supporting teachers, student and PTA events in the classroom. I am currently a stay-at-home father and have the capacity and strong desire to serve the council, city staff, and city residents.

My education is in project management and graphic design, and my professional experience also includes management and supervisory roles. I would bring to the council a diverse skill set and perspective that would be beneficial to the policy decisions and challenges that the council encounters.

I greatly value the views of our city residents, the strong foundations, and guiding principles that the city has been built upon. I look forward to the opportunity to continue to participate in the development of our city by serving our residents as a councilmember.

Sincerely,

A handwritten signature in black ink, appearing to read 'Mark Johnson', with a large, stylized flourish at the end.

Mark Johnson

City Council Position #3

**Candidate 13:
Michael Kidd**



Michael Kidd



City of Mill Creek,

I am interested in filling the vacant Mill Creek City Council Position 3. I am a retired Naval Officer and most recently have been supporting our community and state by working on the 2020 Census which ends on 30 September, 2020. I have a BS in Engineering from The University of Texas and a MA in Education and a Master's Certificate in Project Management from The George Washington University.

I have lived in Mill Creek for the past 14 years and live in the Huckleberry subdivision. I am a registered voter in the City of Mill Creek.

I was an adult leaders with the Boy Scouts for 18 years and was the Scoutmaster for our local Mill Creek Troop (Troop 221) for six years. During my time as Scoutmaster, our Troop organized, conducted and supported numerous conservation and community projects in the local area. While raising two sons, I was also active in coaching Little League and Soccer over the years. Before having kids, I was a Big Brother in the Big Brother/Little Brother program. For the past five years I have been a volunteer with the Washington State Employer Support for the Guard and Reserves (ESGR). ESGR is a Department of Defense program that supports National and State Guard, Reserve Service Members and Veterans.

I love our quality of life and the feeling of safety here in Mill Creek. Our neighborhoods are well maintained, and we love walking the beautiful trails in our area. The Town Center provides a central location to shop and gather with friends and is a place we are proud to take friends and family from out of town.

I am interested in this appointment to the City Council as an opportunity to continuing serving our community in a new capacity and to bring my many years of leadership experience to help Mill Creek maintain the quality of life we all enjoy while living here.

Sincerely,

A handwritten signature in black ink that reads "Michael Kidd".

Michael Kidd

SUPPLEMENTAL QUESTIONS – MICHAEL KIDD

1) What background or experience do you feel you would bring to the City Council that would make you a good City Councilmember?

My last tour of duty on active duty in the Navy was as Commander, Navy Region Northwest, Reserve Component Command. As Commander I had oversight over eleven Commanding Officers and their Commands supporting over 10,000 Naval Reservists in six states here in the Northwest. It was my job to establish policy, set goals and evaluate the execution of their responsibilities in their stewardship of those under their commands. I was responsible and accountable for a 48 million dollar budget for the operation and maintenance of their facilities.

2) How would you describe your communication and working style?

I am an active listener that tries to remain open to ideas and input by all stakeholders. I like to gather facts and make sure I have all the best information before making decisions. I try to provide direct and clear direction or policy then allow those responsible to carry out their missions. I do not micromanage but do follow-up to ensure that my staff remained focused and on the right track.

3) How would your communication and working style enhance and foster a positive and collaborative working relationship among the Council and between the Council and the City Manager?

By maintaining a professional relationship and valuing the input and opinions of the Council members I would strive to create a positive working relationship with each of them. Gathering information from stakeholders, including input from the City Manager, will help us to create and manage policies beneficial for the City of Mill Creek.

4) How, as a member of the City Council, would you provide leadership and/or model the STAR values as set forth in the Guiding Principles?

Yes, I will model STAR values while serving our city. Service, Teamwork, Accountability and Respect describe the fundamentals of not only my military service but my community involvement. These qualities are ingrained in my DNA.

5) What ideas do you have that would help the City achieve the goals set forth in the Guiding Principles?

My son played soccer for six years and we played teams from Marysville and Lynnwood recreation clubs as well as clubs representing other communities. It always struck me that Mill Creek did not have a league of its own even though we have a wonderful sports complex. Creating and sponsoring a Mill Creek Soccer League would create a wonderful opportunity for youth recreation while creating an opportunity to represent City pride much like the Mill Creek Little League.

Develop closer relationships with local youth organizations and coordination of community service projects could help us preserve our nature trails and greenspaces.

SUPPLEMENTAL QUESTIONS – MICHAEL KIDD

6) Describe whether you would seek to change/add/remove any goals to the Guiding Principles? Why or Why not?

I would not seek to make any changes to our City's Guiding Principles because I have been involved with the creation of an organizations Vision/Mission statements several times and I know how much work and thought is put into these documents. They should not be subject to Monday morning quarterbacking and any changes or modifications to them should be part of a larger, more thoughtful process with community input.

Encl.1



Accepting Applications for **Mill Creek City Council Position #3**



The City of Mill Creek is accepting letters of interest from persons desiring an appointment to fill a vacancy on the Mill Creek City Council (Position #3).

About the City Council

The City operates under the Council-Manager form of government. See a presentation about this form of government at: cityofmillcreek.com/Council-manager-govt. To understand more of the role of being a Councilmember read the following info from the Association of Washington Cities (AWC): [So you Want to Be an Elected Official](#)

The Council consists of seven council members elected at large to four-year terms. Every two years, the City Council elects a Mayor and Mayor Pro Tem from its members. The Mayor serves as the chair of the Council.

The Council appoints a City Manager to carry out the policies and priorities that the Council adopts. The City Manager is the Chief Executive Officer of the City.

The City Council establishes policies through the adoption of ordinances and resolutions, and develops strategies and objectives to achieve the City's vision and mission. Through its legislative actions, the Council establishes priorities for the City Manager and staff.

The Council meets on the first, second and fourth Tuesday of each month at 6 p.m. Presently, Council meetings are being held virtually due to the COVID-19 pandemic.

Mill Creek City Council Position #3

Term of Appointment

This appointment shall be for a term commencing on the date of appointment until certification of the next election in November 2021.

Minimum Requirements

To be considered, applicants must meet the following minimum requirements:

- The applicant must have been a resident of the City of Mill Creek for at least one year immediately prior to the time of application ([RCW 35A.13.020](#); [RCW 35A.12.030](#)).
- The applicant must be registered to vote within the City of Mill Creek at the time of application ([RCW 35A.13.020](#); [RCW 35A.12.030](#)).

Application Materials

Applications are public record and will be posted on the City website prior to interviews taking place.

Each applicant must submit the following to be considered:

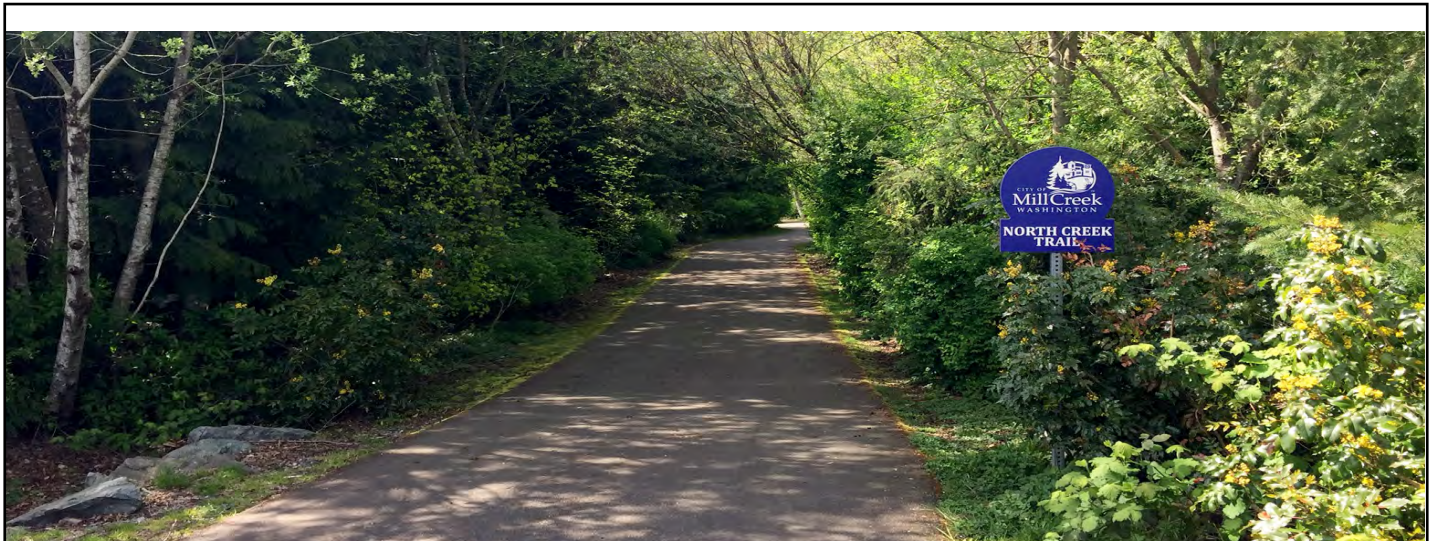
- A signed letter of interest that sets forth:
 - o Name
 - o Address
 - o Phone

- o Place of Employment
- o Educational Background
- o Years Lived in City
- o Whether applicant is a registered voter in the City of Mill Creek
- o Statement of interest addressing the following:
 - Summarize your involvement with this or previous communities. Include activities on City boards, with City events, local community groups, civic organizations, youth organizations, etc.
 - What do you like most about living in the City of Mill Creek?
 - Why are you interested in being appointed to the City Council?

- Written responses to the following supplemental questions.

- o The City of Mill Creek operates under a Council-Manager form of government. In this form of government, the role of a councilmember is to provide policy direction, establish goals and priorities, determine spending parameters through the biennial budget process and provide governance





oversight. What background or experience do you feel you would bring to the City Council that would make you a good City Councilmember?

- o How would you describe your communication and working style?
- o How would your communication and working style enhance and foster a positive and collaborative working relationship among the Council and between the Council and the City Manager?
- o Please review the Guiding Principles on page 4 and describe:
 - How, as a member of the City Council, would you provide leadership and/or model the STAR values as set forth in the Guiding Principles?
 - What ideas do you have that would help the City achieve the goals set forth in the Guiding Principles?
 - Whether you would seek to change/add/remove any goals to the Guiding Principles? Why or Why not?
- o Do you feel you have sufficient time available to: attend Council meetings, retreats, regular meetings with the City Manager and review written materials provided to Councilmembers in order to adequately prepare for such meetings?

Compensation and Benefits

Councilmembers receive a monthly stipend of \$500 for their service.

The City has a Social Security Replacement Plan (the Municipal Employees Benefits Trust, which means employees of the City of Mill Creek, including Councilmembers, do not contribute to or earn Social Security credit while employed with the City.

Application Process

Applicants must submit their complete application and materials to the City Manager of the City of Mill Creek at citymanager@cityofmillcreek.com by **5:00 p.m. on Thursday, September 24, 2020**. Faxes and postmarks will not be accepted. Applicants are responsible for verifying the City has received applications submitted by electronic mail.

The Mill Creek City Council will begin interviewing applicants at approximately **6:00 p.m. on Tuesday, September 29, 2020 via virtual GoToMeeting format**. Please note that video conferencing is highly desired, but not required. ***The City of Mill Creek will make accommodations as required for applicants who are unable to participate by video conferencing due to lack of technology. We will provide you with remote access capability as required.***

Depending on the number of applicants, additional interviews may be conducted. If you need technical assistance and/or access to Internet and/or technology, please email the City Manager at citymanager@cityofmillcreek.com. Questions regarding the application process should be submitted in writing or via electronic mail to the City Manager at Mill Creek City Hall South, 15728 Main Street, Mill Creek, WA 98012 or at citymanager@cityofmillcreek.com.

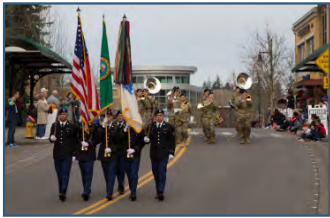
City of Mill Creek Guiding Principles

VISION

Mill Creek will be a City where everyone works together to foster an exceptional community experience -- a place where people are safe, the natural beauty is preserved, neighborhoods flourish, businesses thrive and recreational opportunities abound.

MISSION

Mill Creek's mission is to set the standard of excellence for local government. Through dynamic and innovative strategies, we provide outstanding public services in a fiscally responsible manner to promote a safe, active and vibrant City.



STAR VALUES

Service

Through continuous improvement, innovation, creativity, professional competence and hard work, we enthusiastically provide outstanding service to all customers, internal and external.

Teamwork

In order to support our shared goals and successes, we teach, learn from, collaborate and cooperate with others, while being flexible, adaptable and inclusive.

Accountability

We are responsible for our actions and decisions, and always portray honesty, integrity, transparency and leadership in our contributions.

Respect

We take pride in our work and accomplishments, and in the work and accomplishments of others. We support an environment that honors the value and dignity of all individuals.

GOALS

Fiscal Responsibility

To responsibly manage the City's financial resources to provide quality public services, cultivate economic prosperity, and maintain a sustainable budget.

Community Preservation

To support the development, maintenance and revitalization of public and private property to ensure the continuation of Mill Creek as a safe, clean and well-maintained community.

Civic Pride

To achieve strong community spirit by promoting active civic participation, public-private partnerships and transparency in government.

Customer Service

To provide excellent service to all who interact with the City by recruiting, training and retaining a skilled, innovative and dynamic workforce.

Recreational Opportunities

To facilitate diverse recreational opportunities for people of all ages.

Public Safety

To protect the life, health and property of residents, visitors and businesses through the delivery of community focused public safety services.

Economic Prosperity

To engage in proactive economic development efforts that result in a robust local economy and position the City as a destination of choice.

Leadership

To influence regional, state and national matters impacting our community through the engagement of staff and elected officials.

Long Term Planning

To maintain the City's special community character by carefully evaluating future opportunities for short and long term benefits in order to protect land use, infrastructure, economic development and service delivery standards.