



WASHINGTON STATE
COUNCIL OF COUNTY AND CITY EMPLOYEES
AFSCME AFL-CIO

Affiliated with:
American Federation of State, County & Municipal Employees
Washington State Labor Council

CHRIS DUGOVICH President/Executive Director

October 21, 2016

City Council
Mill Creek City Hall
Council Chambers
15728 Main St.
Mill Creek, WA 98012

Re: City Manager Presentation - Concerns

City Council:

AFSCME Local 1811-M would like to raise several issues with the presentation that City Manager Polizzotto provided the City Council on Tuesday, October 11th, 2016. The reason we would like to make the City Council aware is that we are concerned with the management style that is being conducted at the City of Mill Creek. The Union has attempted to work with the City Manager on several issues to no avail or outright possible deception about the intentions of the City.

The following issues are creating low morale and distrust with employees which is creating a difficult work environment that does not benefit the tax payers, city council, or the members:

- Winter of 2015-2016 began moving employees and shifting responsibilities without discussion or notification of the union leadership about the plans or strategies about why these changes were being made.
- Management and the Union, agreed together work on 2-3 job descriptions in the spring.
- June, 2016 - Management announced they would not do that, but instead restructure not just 2-3 positions but restructure the whole city structure. At this meeting Management agreed to work with the Union on this issue at the bargaining table with interest based bargaining process to review the job descriptions, career development, and compensation issues. Interest base bargaining was set for the end of October.
- October - City Manager announced to the surprise of the employees and the union that Management has performed all of that work without knowledge, consulting, or notification that employee's jobs were being altered and amended. The announcement of wage cuts, frozen compensation, and the creation of new positions

were all developed after the Management had agreed work with the Union on these same topics at bargaining.

- Creation of new positions without bargaining or unit clarifications
- Freezing of wages/compensation without bargaining the impacts or informing the employees privately before publicly announcing
- Failing to bargain changes in job descriptions that impact compensation and terms and conditions of employment.

Other issues affecting employees at the City of Mill Creek:

- Above 80% of current employees report low or horrible morale working at the City of Mill Creek.
- 90% of those employees reporting low morale is due to overall city management and concern about the future of the city.
- 30% are seeking other employment due to working conditions
- 65% employees report seeing/or being the victim of bullying or harassment.
 - Verbal Abuse and Intimidation cited as the most common forms.
 - Reports of the City Manager yelling at employees
 - Fear of retaliation by City Manager for speaking out or disagreement

In the survey of membership at this time the weakness reported by employees with City of Mill Creek is respect and communication of City Management.

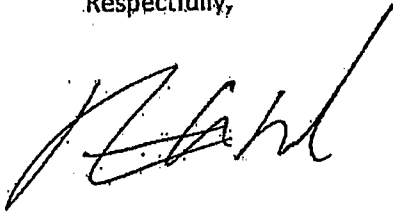
In the survey of membership at this time the strength of the City of Mill Creek is dedication and customer service to the City of Mill Creek public.

All parties desire the City of Mill Creek to be as successful as possible and want to ensure the best quality of life that we are accustomed to in Mill Creek. A significant part of achieving that goal is the trust and relationship of the parties involved in creating that success. When one party breaks that trust achieving those goals are very difficult and tumultuous.

We are frustrated by the possible appearance of duplicitous behavior, what may be construed as intentionally lying, and severe lack of communication from the City Manager to employees and the union leadership.

These type of issues are of critical nature that reflect poorly on the City of Mill Creek and negatively impact not only employees, but the tax payers as well who deserve the best possible services every day.

Respectfully,

A handwritten signature in black ink, appearing to read 'M. Miller', written in a cursive style.

Matthew Miller
Staff Representative
Washington State Council of
County and City Employees
AFSCME, AFL-CIO