



CITY COUNCIL REGULAR MEETING AGENDA January 3, 2023 at 6:30 p.m. City Hall Council Chambers and Virtual

The City of Kennewick broadcasts Council meetings on the City's website at <https://www.go2kennewick.com/CouncilMeetingBroadcasts> and via Zoom. If you are unable to attend in person and wish to comment during one of the Visitors sections or if applicable to provide public testimony for a Public Hearing, please register at https://us02web.zoom.us/webinar/register/WN_myLLRpOkT6i2cKUKcMNFdW. Registrations must be received by 4:00 p.m. on the day of the meeting.

The public can also submit comments by either filling out an online form at <https://www.go2kennewick.com/PublicComments> via e-mail to clerkinfo@ci.kennewick.wa.us, or submitting written comments to P.O. Box 6108, Kennewick, WA 99336. Comments must be received no later than 4:00 p.m. on the Monday before the meeting.

1. CALL TO ORDER

Pledge of Allegiance/Welcome/Invocation

HONORS & RECOGNITIONS

- Service Recognition – Trevor White 28-years (Police Department)

2. VISITORS

Public comments for item(s) on the agenda not covered under a public hearing. Comments are limited to three minutes. Records intended for Council (9 copies are required) must be given to the City Clerk by 4:00 p.m. on the Monday before the meeting.

3. APPROVAL OF AGENDA

4. CONSENT AGENDA

All matters listed within the Consent Agenda have been distributed to each member of the Kennewick City Council for reading and study, are considered to be routine, and will be enacted by one motion of the Council with no separate discussion.

- a. Minutes of Regular Meeting of December 20, 2022.
- b. Motion to approve Claims Roster for the Columbia Park Golf Course Account for November 2022 in the amount of \$34,440.72.
- c. Motion to approve Payroll Roster for December 15, 2022.

5. ORDINANCES/RESOLUTIONS

6. PUBLIC HEARINGS/MEETINGS

7. NEW BUSINESS

- a. City Manager Performance Review

8. UNFINISHED BUSINESS

9. VISITORS

Public comments for any item(s) the public wants to bring to Council. Comments are limited to three minutes. Records intended for Council (9 copies are required) must be given to the City Clerk by 4:00 p.m. on the Monday before the meeting.

10. COUNCIL COMMENTS/DISCUSSION

11. ADJOURNMENT

DRAFT
CITY OF KENNEWICK
CITY COUNCIL
Regular Meeting
December 20, 2022

1. CALL TO ORDER

Mayor Pro Tem Gretl Crawford called the meeting to order at 6:30 p.m.

City Council and Staff Present:

Mayor Pro Tem Gretl Crawford	Marie Mosley	Chris Guerrero
John Trumbo	Anthony Muai	Chad Michael
Chuck Torelli	John Cowling	
Jim Millbauer	Terri Wright	
Brad Beauchamp	Dan Legard	
Loren Anderson	Nick Farline	
Mayor Bill McKay - Remotely	Chris Guerrero	

Mr. Millbauer led the Pledge of Allegiance.

Shannon Hinton, Kennewick provided the Invocation.

2. VISITORS - None

3. APPROVAL OF AGENDA

Mr. Torelli moved, seconded by Mr. Millbauer to approve the Agenda as presented. The motion passed unanimously.

4. APPROVAL OF CONSENT AGENDA

- a. Minutes of Regular Meeting of December 6, 2022.
- b. Motion to approve Claims Roster for November 2022.
- c. Motion to approve Payroll Roster for November 30, 2022.
- d. Motion to adopt the 2023 Legislative Priorities.
- e. Motion to authorize the City Manager to sign the Supplemental Agreement No. 1 with JUB Engineers, Inc., for the 2022 General Sewer Plan update (P2114).
- f. Motion to authorize the purchase, transfer and installation of equipment by Day Wireless Systems in the amount of \$556,398.
- g. Motion to accept the work of Insituform Technologies, LLC for Contract P2025-21, Highlands & Northwest Interceptor Sewer Rehab project in the amount of \$1,045,080.29.

Mr. Anderson moved, seconded by Mr. Trumbo to approve the Consent Agenda. The motion passed unanimously.

5. ORDINANCE/RESOLUTIONS - None

6. PUBLIC HEARINGS/MEETINGS - None

7. NEW BUSINESS - None

8. UNFINISHED BUSINESS - None

9. VISITORS - None

10. COUNCIL COMMENTS/DISCUSSION

Council members reported on their respective activities.

11. ADJOURNMENT

Meeting was adjourned at 6:52 p.m.

Terri L. Wright, MMC
City Clerk

Council Agenda Coversheet



Agenda Item Number	4.b.	Council Date	01/03/2023
Agenda Item Type	General Business Item		
Subject	Columbia Park Golf Course Account		
Ordinance/Reso #		Contract #	
Project #		Permit #	
Department	Finance		

Consent Agenda	<input checked="" type="checkbox"/>
Ordinance/Reso	<input type="checkbox"/>
Public Mtg / Hrg	<input type="checkbox"/>
Other	<input type="checkbox"/>
Quasi-Judicial	<input type="checkbox"/>

Recommendation

That Council approve the Claims Roster for the Columbia Park Golf Course Account for November 2022.

Motion for Consideration

I move to approve the Claims Roster for the Columbia Park Golf Course Account for November 2022 in the amount of \$34,440.72, comprised of check numbers 2720-2724 in the amount of \$5,591.22 and electronic transfers in the amount of \$28,849.50.

Summary

The first page of the roster is a summary of check and electronic transfer activity, with the following pages presenting more detailed information.

Alternatives

None.

Fiscal Impact

Total \$34,440.72.

Through	Denise Winters Dec 19, 12:03:08 GMT-0800 2022
Dept Head Approval	Dan Legard Dec 20, 13:30:22 GMT-0800 2022
City Mgr Approval	Marie Mosley Dec 29, 14:52:09 GMT-0800 2022

Attachments:

Recording Required?

COLUMBIA PARK GOLF COURSE FUND
CHECK REGISTER
November 2022

Check Number	Vendor Check Name	Check Date	Amount	Type
2720	COLUMBIA POINT GOLF COURSE	11/8/2022	384.60	Check
2721	TOTAL E INTEGRATED INC.	11/8/2022	137.95	Check
2722	YELP	11/8/2022	40.00	Check
2723	KENNEWICK GOLF CORPORATION	11/18/2022	4,957.67	Check
2724	WILDLIFE HABITAT COUNCIL, INC.	11/29/2022	71.00	Check
ADPTS 2205282	ADP TOTAL SOURCE (AUTOPAY)	11/10/2022	4,763.95	EFT
NW 110122 PAYMENT	NATIONWIDE	11/1/2022	653.48	EFT
WA BL 0029667881	DEPARTMENT OF REVENUE	11/3/2022	90.00	EFT
WA DOR 0029933625	DEPARTMENT OF REVENUE	11/28/2022	3,980.96	EFT
454127	NORTHWEST GOLF CARS LLC	11/9/2022	\$632.89	EFT
454144	PEPSI COLA BOTTLING CO. OF PASCO	11/9/2022	\$257.40	EFT
454148	FAZIO BROS. INC.	11/9/2022	1,332.26	EFT
454293	DESERTGREEN LAWN, TREE & PEST CONTROL	11/9/2022	143.48	EFT
455132	CLEVELAND GOLF / SRIXON	11/23/2022	\$284.88	EFT
455171	CITY OF KENNEWICK ELECTRICAL	11/23/2022	\$362.05	EFT
455192	TRI-CITY REGIONAL CHAMBER OF COMMERCE	11/23/2022	\$372.00	EFT
455266	SPARKLING CLEAN WINDOWS, LLC	11/23/2022	\$726.10	EFT
Paid by ACH	CINTAS CORPORATION #608	11/10/2022	\$255.39	EFT
Paid by ACH	COLEMAN OIL COMPANY	11/10/2022	\$618.15	EFT
Paid by ACH	R&R PRODUCTS INC	11/10/2022	\$327.07	EFT
Paid by ACH	CINTAS CORPORATION #608	11/25/2022	\$135.85	EFT
Paid by ACH	COLEMAN OIL COMPANY	11/25/2022	\$711.76	EFT
Paid by ACH	PEPSI COLA BOTTLING CO. OF PASCO	11/25/2022	\$73.80	EFT
Paid by ACH	ADP TOTAL SOURCE (AUTOPAY)	11/4/2022	\$6,979.09	EFT
Paid by ACH	ADP TOTAL SOURCE (AUTOPAY)	11/18/2022	\$4,685.61	EFT
Paid by ACH	ELAN (MONTHLY CREDIT CARD CHGS)	11/30/2022	\$486.80	EFT
Bank Deduction	MERCHANT SERVICES	11/30/2022	\$925.75	EFT
Bank Deduction	US Bank	11/15/2022	\$50.78	EFT
			<u>\$34,440.72</u>	

I, Dan Legard, Finance Director, do hereby certify that the merchandise or services hereinbefore specified have been received, that any advance payment is due and payable pursuant to a contract or is available as an option for full or partial fulfillment of a contractual obligation and that the vouchers listed above are approved for payment this day.



Dan Legard, Finance Director

The payments on this claims roster are comprised of the following:

Check numbers 2720-2724	\$ 5,591.22
Electronic transfers	28,849.50
Total	<u>\$ 34,440.72</u>

Exceptions:

Check	Vendor	Date	Amount	Debit	Credit
2720	COLUMBIA POINT GOLF COURSE	11/8/2022		\$384.60	
	PAY	20005-000-244-00	ACCOUNTS PAYABLE - GP		\$384.60
	PURCH	50100-060-244-00	SALARIES	\$192.30	
	PURCH	50100-080-244-00	SALARIES	\$192.30	
2721	TOTAL E INTEGRATED INC.	11/8/2022		\$137.95	
	PAY	20005-000-244-00	ACCOUNTS PAYABLE - GP		\$137.95
	PURCH	51900-050-244-00	CONTRACT SERVICES	\$137.95	
2722	YELP	11/8/2022		\$40.00	
	PAY	20005-000-244-00	ACCOUNTS PAYABLE - GP		\$40.00
	PURCH	53100-080-244-00	ADVERTISING & MARKETING	\$40.00	
2723	KENNEWICK GOLF CORPORATION	11/18/2022		\$4,957.67	
	PAY	20005-000-244-00	ACCOUNTS PAYABLE - GP		\$4,957.67
	PURCH	59600-080-244-00	ACCOUNTING FEES	\$1,240.00	
	PURCH	59610-080-244-00	MANAGEMENT FEE	\$3,717.67	
2724	WILDLIFE HABITAT COUNCIL, INC.	11/29/2022		\$71.00	
	PAY	20005-000-244-00	ACCOUNTS PAYABLE - GP		\$71.00
	PURCH	51400-080-244-00	PROFESSIONAL DUES & FEES	\$71.00	
ADPTS 2205282	ADP TOTAL SOURCE (AUTOPAY)	11/10/2022		\$4,763.95	
	PAY	20005-000-244-00	ACCOUNTS PAYABLE - GP		\$4,763.95
	PURCH	50800-050-244-00	HEALTH BENEFITS	\$2,820.00	
	PURCH	50800-060-244-00	HEALTH BENEFITS	\$1,943.95	
NW 110122 PAYMENT	NATIONWIDE	11/1/2022		\$653.48	
	PAY	20006-000-244-00	ACCOUNTS PAYABLE - GP		\$653.48
	PURCH	18400-000-244-00	PREPAID INSURANCE	\$653.48	
WA BL 0029667881	DEPARTMENT OF REVENUE	11/3/2022		\$90.00	
	PAY	20005-000-244-00	ACCOUNTS PAYABLE - GP		\$90.00
	PURCH	53500-080-244	LICENSES & FEES	\$90.00	
WA DOR 0029933625	DEPARTMENT OF REVENUE	11/28/2022		\$3,980.96	
	PAY	20005-000-244-00	ACCOUNTS PAYABLE - GP		\$3,980.96
	PURCH	20300-000-244-00	SALES TAX PAYABLE	\$2,490.14	
	PURCH	91101-000-244-00	OTHER STATE TAXES	\$1,490.82	
454127	NORTHWEST GOLF CARS LLC	11/9/2022		\$632.89	
	PAY	20006-000-244-00	ACCOUNTS PAYABLE - GP		\$632.89
	PURCH	58400-060-244-00	EQUIPMENT OUTSIDE REPAIRS	\$523.94	
	PURCH	54900-050-244-00	REPAIR GOLF CART OUTSIDE LABOR	\$108.95	
454144	PEPSI COLA BOTTLING CO. OF PASCO	11/9/2022		\$257.40	
	PAY	20006-000-244-00	ACCOUNTS PAYABLE - GP		\$257.40
	PURCH	49150-070-244-00	COGS - PACKAGED FOOD	\$90.05	
	PURCH	49200-070-244-00	COGS - SOFT BEVERAGE	\$158.85	
	PURCH	51900-060-244-00	CONTRACT SERVICES	\$8.50	
454148	FAZIO BROS. INC.	11/9/2022		\$1,332.26	
	PAY	20006-000-244-00	ACCOUNTS PAYABLE - GP		\$1,332.26
	PURCH	56200-060-244-00	MATERIALS - SAND (TD GREENS)	\$1,332.26	
454293	DESERTGREEN LAWN, TREE & PEST CONTROL	11/9/2022		\$143.48	
	PAY	20006-000-244-00	ACCOUNTS PAYABLE - GP		\$143.48
	PURCH	51900-050-244-00	CONTRACT SERVICES	\$143.48	
455132	CLEVELAND GOLF / SRIXON	11/23/2022		\$284.88	
	PAY	20006-000-244-00	ACCOUNTS PAYABLE - GP		\$284.88
	PURCH	47150-050-244-00	COGS MERCHANDISE	\$284.88	
455171	CITY OF KENNEWICK ELECTRICAL	11/23/2022		\$362.05	
	PAY	20006-000-244-00	ACCOUNTS PAYABLE - GP		\$362.05
	PURCH	52200-060-244-00	UTILITIES - GAS & ELECTRIC	\$38.77	
	PURCH	52210-060-244-00	IRRIGATION ELECTRICITY	\$323.28	
455192	TRI-CITY REGIONAL CHAMBER OF COMMERCE	11/23/2022		\$372.00	
	PAY	20006-000-244-00	ACCOUNTS PAYABLE - GP		\$372.00
	PURCH	51400-080-244-00	PROFESSIONAL DUES & FEES	\$372.00	
455266	SPARKLING CLEAN WINDOWS, LLC	11/23/2022		\$726.10	
	PAY	20006-000-244-00	ACCOUNTS PAYABLE - GP		\$726.10
	PURCH	51900-080-244-00	CONTRACT SERVICES	\$726.10	
Paid by ACH	CINTAS CORPORATION #608	11/10/2022		\$255.39	
	PAY	20006-000-244-00	ACCOUNTS PAYABLE - GP		\$255.39
	PURCH	51900-060-244-00	CONTRACT SERVICES	\$150.69	
	PURCH	51900-080-244-00	CONTRACT SERVICES	\$104.70	
Paid by ACH	COLEMAN OIL COMPANY	11/10/2022		\$618.15	
	PAY	20006-000-244-00	ACCOUNTS PAYABLE - GP		\$618.15
	PURCH	58300-060-244-00	FUEL & OIL MAINTENANCE	\$526.15	
	PURCH	58300-050-244-00	FUEL & OIL MAINTENANCE	\$92.00	

Check	Vendor	Date	Amount	Debit	Credit
Paid by ACH	R&R PRODUCTS INC	11/10/2022		\$327.07	
	PAY	20006-000-244-00	ACCOUNTS PAYABLE - GP		\$327.07
	PURCH	55850-050-244-00	COURSE ACCESSORIES GOLF	\$327.07	
Paid by ACH	CINTAS CORPORATION #608	11/25/2022		\$135.85	
	PAY	20006-000-244-00	ACCOUNTS PAYABLE - GP		\$135.85
	PURCH	51900-060-244-00	CONTRACT SERVICES	\$83.49	
	PURCH	51900-080-244-00	CONTRACT SERVICES	\$52.36	
Paid by ACH	COLEMAN OIL COMPANY	11/25/2022		\$711.76	
	PAY	20006-000-244-00	ACCOUNTS PAYABLE - GP		\$711.76
	PURCH	58300-060-244-00	FUEL & OIL MAINTENANCE	\$635.16	
	PURCH	58300-050-244-00	FUEL & OIL MAINTENANCE	\$76.60	
Paid by ACH	PEPSI COLA BOTTLING CO. OF PASCO	11/25/2022		\$73.80	
	PAY	20006-000-244-00	ACCOUNTS PAYABLE - GP		\$73.80
	PURCH	49150-070-244-00	COGS - PACKAGED FOOD	\$32.80	
	PURCH	49200-070-244-00	COGS - SOFT BEVERAGE	\$24.00	
	PURCH	51900-060-244-00	CONTRACT SERVICES	\$17.00	
Paid by ACH	ADP TOTAL SOURCE (AUTOPAY)	11/4/2022		\$6,979.09	
	PAY	50000-000-244-00	TEMPORARY ACCT		\$6,979.09
	PURCH	50200-050-244-00	HOURLY WAGES	\$3,364.44	
	PURCH	50200-060-244-00	HOURLY WAGES	\$3,279.73	
	PURCH	50800-050-244-00	HEALTH BENEFITS		\$562.29
	PURCH	50800-060-244-00	HEALTH BENEFITS		\$381.15
	PURCH	50950-050-244-00	COMBINED ADMIN, TAXES, W/C	\$683.43	
	PURCH	50950-060-244-00	COMBINED ADMIN, TAXES, W/C	\$538.32	
	PURCH	50950-080-244-00	COMBINED ADMIN, TAXES, W/C	\$28.91	
	PURCH	52100-050-244-00	CELL PHONE	\$27.70	
Paid by ACH	ADP TOTAL SOURCE (AUTOPAY)	11/18/2022		\$4,685.61	
	PAY	50000-000-244-00	TEMPORARY ACCT		\$4,685.61
	PURCH	50200-050-244-00	HOURLY WAGES	\$1,854.24	
	PURCH	50200-060-244-00	HOURLY WAGES	\$2,854.30	
	PURCH	50800-050-244-00	HEALTH BENEFITS		\$562.29
	PURCH	50800-060-244-00	HEALTH BENEFITS		\$381.15
	PURCH	50950-050-244-00	COMBINED ADMIN, TAXES, W/C	\$414.40	
	PURCH	50950-060-244-00	COMBINED ADMIN, TAXES, W/C	\$453.58	
	PURCH	50950-080-244-00	COMBINED ADMIN, TAXES, W/C	\$24.83	
	PURCH	52100-050-244-00	CELL PHONE	\$27.70	
Paid by ACH	ELAN (MONTHLY CREDIT CARD CHGS)	11/30/2022		\$486.80	
	PURCH	50000-000-244-00	TEMPORARY ACCT		\$486.80
	PURCH	51300-060-244-00	EDUCATION & TRAINING	\$46.35	
	PURCH	52800-080-244-00	SUBSCRIPTIONS & PUBLICATIONS	\$9.26	
	PURCH	53100-080-244-00	ADVERTISING & MARKETING	\$102.75	
	PURCH	53200-080-244-00	PROMO & ENTER	\$116.21	
	PURCH	54700-060-244-00	EQUIPMENT RENTAL	\$192.85	
	PURCH	55150-050-244-00	GOLF CART SUPPLIES	\$19.38	
Bank Deduction	MERCHANT SERVICES	11/30/2022		\$925.75	
	PAY	10420-000-244-00	OPERATING CHECKING ACCT - US Bank		\$925.75
	PURCH	54000-080-244-00	BANK CHARGES	\$925.75	
Bank Deduction	US Bank	11/15/2022		\$50.78	
	PAY	10420-000-244-00	OPERATING CHECKING ACCT - US Bank		\$50.78
	PURCH	54000-080-244-00	BANK CHARGES	\$50.78	

Council Agenda Coversheet



Agenda Item Number	4.c.	Council Date	01/03/2023
Agenda Item Type	General Business Item		
Subject	Payroll Roster for PPE 12/15/2022		
Ordinance/Reso #		Contract #	
Project #		Permit #	
Department	Finance		

Consent Agenda	<input checked="" type="checkbox"/>
Ordinance/Reso	<input type="checkbox"/>
Public Mtg / Hrg	<input type="checkbox"/>
Other	<input type="checkbox"/>
Quasi-Judicial	<input type="checkbox"/>

Recommendation

That Council approve the Payroll Roster.

Motion for Consideration

I move to approve the Payroll Roster for 12/15/2022 in the amount of \$2,903,423.22 comprised of check numbers 76245 through 76333 and direct deposit numbers 208830 through 209277.

Summary

None.

Alternatives

None.

Fiscal Impact

Total: \$2,903,423.22.

Through

Dept Head Approval

City Mgr Approval

Dan Legard Dec 20, 13:28:47 GMT-0800 2022	
Marie Mosley Dec 29, 14:52:55 GMT-0800 2022	

Attachments:

Payroll Roster

Recording
Required?

January 3, 2023

All Departments:

December 15, 2022

ADMINISTRATIVE TEAM		3,061.74
CITY COUNCIL		4,700.00
CITY MANAGER		12,505.15
CIVIL SERVICE		6,584.75
COMMUNITY PLANNING & ECONOMIC DEVELOPMENT		52,598.86
EMPLOYEE & COMMUNITY RELATIONS		49,924.22
ENGINEERING		56,893.99
FACILITIES & GROUNDS		74,589.43
FINANCE		56,627.46
FIRE		100,364.28
LEGAL SERVICES		23,379.46
MANAGEMENT SERVICES		99,111.74
POLICE		573,966.62
	Subtotal General Fund	<u>1,114,307.70</u>
STREETS		36,321.52
TRAFFIC		24,765.32
	Subtotal Street Fund	<u>61,086.84</u>
BI-PIN		10,799.33
BUILDING SAFETY		44,854.32
COMMUNITY DEVELOPMENT		3,064.43
CRIMINAL JUSTICE		97,771.06
EQUIPMENT RENTAL		13,409.69
MEDICAL SERVICES		380,297.49
RISK MANAGEMENT		4,266.94
STORMWATER UTILITY		16,139.93
WATER & SEWER		149,584.26
	Subtotal Other Funds	<u>720,187.45</u>
	Total Salaries and Wages	<u>1,895,581.99</u>
 <u>Benefits:</u>		
Dental Insurance		45,452.30
Industrial Insurance		43,830.23
Life Insurance		5,385.12
Long Term Disability Insurance		6,185.04
Medical Insurance		658,302.56
Medical Retirement Account		3,225.00
Retirement		135,618.99
Social Security (FICA)		100,096.04
Vision Insurance		7,215.88
WA Family Leave		2,530.07
	Total Benefits	<u>1,007,841.23</u>
	Grand Total	<u><u>\$2,903,423.22</u></u>

I, Dan Legard, Finance Director, at the direction of the Council, do hereby certify that the Payroll hereinabove specified is approved for payment in the amount of \$2,903,423.22 comprised of check numbers 76245 through 76333 and direct deposit numbers 208830 through 209277.

Approved for payment:



Dan Legard, Finance Director

Council Agenda Coversheet 	Agenda Item Number	7.a.	Council Date	01/03/2023	Consent Agenda	<input type="checkbox"/>
	Agenda Item Type	Contract/Agreement/Lease			Ordinance/Reso	<input type="checkbox"/>
	Subject	City Manager Performance Review			Public Mtg / Hrg	<input type="checkbox"/>
	Ordinance/Reso #		Contract #		Other	<input checked="" type="checkbox"/>
	Project #		Permit #		Quasi-Judicial	<input type="checkbox"/>
	Department	City Manager				

Recommendation

That Council waive the executive session to discuss the City Manager's performance in an open public meeting and determine a potential salary adjustment for the City Manager effective January 1, 2023 based on achievement of goals and performance.

Motion for Consideration

I move to waive the executive session and discuss the City Manager's performance in an open public meeting.
 I move to authorize a x% salary adjustment for the City Manager effective January 1, 2023 based on achievement of goals and overall performance.

Summary

The 2021/2022 biennial budget set forth a strategic plan for the city and staff to implement during the biennium. That strategic plan became the organization and City Manager goals for the biennium that are in alignment with the Council's goals and priorities. The goals are identified in the attached presentation and performance review.

During the workshop on December 13th, the City Manager reviewed the goals and accomplishments for the biennium. During that workshop, a recommendation was made to condense the evaluation process by combining the steps where council conduct an executive session and then the Mayor and Mayor Pro-Tem meet with the City Manager to discuss the results of the executive session. In lieu of those two steps and similar to the 2021 performance review, the City Manager recommended that her performance review discussion occur in an open public meeting rather than an executive session.

In keeping with the City's core values and responsible government priority area objectives, as well as Council's and the City Manager's desire to have open public transparency, this modification is suggested for the 2022 performance review.

Alternatives

To hold an executive session to discuss the City Manager's performance as described in the Kennewick Administrative Code (KAC).

Fiscal Impact

Each 1% increase results in a \$179 salary increase per month.

Through	<input type="text"/>	Attachments: <input type="text" value="Review Presentation"/>
Dept Head Approval	<input type="text"/>	
City Mgr Approval	Marie Mosley Dec 30, 10:59:45 GMT-0800 2022	
		<input type="checkbox"/> Recording Required?



CITY OF KENNEWICK
PERFORMANCE REVIEW

Employee Name:	Marie Mosley	Employee Number:	
Title:	City Manager	Review Type:	<input checked="" type="checkbox"/> Annual <input type="checkbox"/> Probationary
Department:	City Manager	Supervisor:	City Council
Period Evaluated:	1/1/2021-12/31/2022	Length of Time Supervising Employee:	12 years

2021/2022 PAY-FOR-PERFORMANCE GOALS

Organizational Goals

Goals	Weight	Measurement	Year-End Evaluation
<i>Community Safety</i>		Combat Criminal Gang Activity: <ol style="list-style-type: none"> 1. Continue implementation of existing program commitments 2. Work with Benton County on partnership opportunities <ul style="list-style-type: none"> o District Court, OPD, Probation o Negotiate Jail Contract o Provide Recommendation on future of the work crew program 3. Implement Lexipol to develop comprehensive police policies 	<ol style="list-style-type: none"> 1. Continue to work on partnership commitments including administering METRO and grant funding; implemented strategic crime fighting strategies 2. Partnership Updates with Benton County: <ul style="list-style-type: none"> o Completed jail contract negotiations adopted contract on 2/16/21 o Completed District Court contract negotiations for approval on 12/6/22 o Provided notice to cancel contract for work crew in late 2020 and reallocated work crew budget to contract services in Parks/Facilities. Communicated with County that the City has interest in shared work crew in the future, when full crew can be established and sustained 3. Implemented Lexipol in 2021 to assist with comprehensive police policies 4. Implemented Body Cam & Dash Cam Programs
<i>Community Safety</i>		Enhance School Safety: <ol style="list-style-type: none"> 1. Work with the School District to evaluate SRO's in all 5 middle schools 	<ol style="list-style-type: none"> 1. Will continue to have discussions with the school district on the SRO program in all 5 middle schools as we continue to manage through COVID. Have continued with the SRO's in Highlands and Park Middle School as well as the High Schools; Began discussions on SRO's in middle schools and school security in elementary schools 2. Replaced KSD school zone flashing beacon system – Washington Traffic Safety Commission grant of \$140k

<i>Community Safety</i>		<p>Strategic Fire Station Planning:</p> <ol style="list-style-type: none"> 1. Hire a consultant to develop a strategic plan 2. Work with the Council, staff, regional partners and community to seek input 3. Provide recommendation and strategy for future implementation 	<ol style="list-style-type: none"> 1. Entered into a contract with Berk Consulting Inc on 9/10/21 to assist the City with the Fire Strategic Plan; completed the Fire Strategic Plan and incorporated into the '23/'24 biennial budget strategic goals and priorities 2. Began interviews with staff, regional partners, community leaders, community survey and workshop with Council on 11/9/21 3. During 2022, developed measurable goals with supporting strategies that can be continually updated over time & implemented in the biennial budget 4. Started the Fire Department peak hour pilot program that may be modified over time based on data driven needs; intended to help direct resources to the days and times when they are most needed 5. Sent RFP for a regional Standard of Cover Assessment in December, 2022
<i>Community Safety</i>		<p>Implement the recommendations from the Water/Sewer Rate Study approved by Council and incorporated into the biennial budget:</p> <ol style="list-style-type: none"> 1. Priority Capital Projects 2. Water & Sewer Comprehensive Plan Updates 	<p>Proposed rates for 2021 and 2022 and adopted by Council at the 10/6/20 council meeting</p> <ol style="list-style-type: none"> 1. Implement priority projects (see below under Infrastructure & Growth for further updates): <ul style="list-style-type: none"> o AMI contracts were approved on 9/21/21 o 18th & Kellogg Reservoir was completed and became operational in October, 2021 2. Provided an update to the water/sewer rate study and adopted rate recommendations on 11/1/22 3. Closely monitored Columbia River Algal Bloom to adjust drinking water treatment processes as needed
<i>Community Safety</i>		<p>Propose code amendments to Titles 8, 9, 10 of the KMC</p>	<ol style="list-style-type: none"> 1. Completed and presented to Council in four batches (Jan, Mar, June & Sept of 2021); Code amendments ensure KMC is current with State Law and interpretation; convictions are less susceptible to appeal 2. Continued effort for effective police reform and priority public safety legislative fixes 3. Worked in partnership with Benton County to support the recovery center and crisis response tools and partnerships

<i>Economic Development</i>		<p>Support & Promote the Industrial Development Area:</p> <ol style="list-style-type: none"> 1. Implement the comprehensive plan amendment for land use designation 2. Partnership with the developer and TRIDEC to identify new businesses 3. Plan for extension of utilities and infrastructure 	<ol style="list-style-type: none"> 1. Comprehensive plan amendments were adopted by Council on 10/5/21, 10/4/22, 11/1/22, 11/15/22, 12/6/22 2. Coordinated with TRIDEC to provide promotion materials and location information that met site selection criteria as provided by the Dept of Commerce. Also worked directly with several developers and business site selectors to provide the same 3. Funding for water and Sewer infrastructure included in the 21/22 biennial budget. Recommending use of ARPA funding, which will free up funding in W/S Fund for other priority projects.
<i>Economic Development</i>		<p>Connect the Waterfront to the Downtown:</p> <ol style="list-style-type: none"> 1. Wine Village & Columbia Drive – In partnership with the Port of Kennewick, Columbia Basin College, Benton County and Historic Downtown Kennewick Partnership; Washington Street Improvements making a more pedestrian friendly connection 	<ol style="list-style-type: none"> 1. Finalized MOU with Port of Kennewick for \$500K contribution to the Washington Street Corridor improvements project. Remaining funding for \$1M project is a \$425K TIB Complete Streets grant and City match (15%). Project Completed 2. Partnering with the Port of Kennewick on a potential road diet for Columbia Drive (Washington to SR 397) 3. Discussions with Port of Kennewick for potential MOU/partnership at Vista Field and Columbia Gardens
<i>Economic Development</i>		<p>Vista Field Partnership:</p> <ol style="list-style-type: none"> 1. Identify the funding source for expanding the Convention Center 2. Work in partnership with A1 Peral as they identify funding for the hotel 3. In partnership with the Port of Kennewick, construct Fire Station #3, the access road and landscaping to achieve the vision for Vista Field 	<ol style="list-style-type: none"> 1. In Process. A-1 Pearl provided a status update on 5/25/21 outlining challenges associated with COVID. PSA was amended (#2) on 7/21/20 to extend due diligence period by 24 months for both the City and A-1 Pearl. PSA was amended 6/23/21 to allow A-1 to defer construction of 40,000 sq. ft. commercial structure; A1 Pearl and PFD provided council an update on 10/11/22 2. Continue monthly meetings with A1 Pearl and held a Joint Coliseum Advisory Committee meeting on 9/28/21 and several in 2022 3. Fire Station #3 is complete and firefighters have moved into this new location; access road and landscaping is also complete and complementary to the vision 4. PSA with Benton County for old Fire Station #3 property presented on 12/6/22 to Council
<i>Economic Development</i>		<p>Southridge Opportunity Center:</p> <ol style="list-style-type: none"> 1. Work in partnership with property owners and developers to implement the vision of Southridge 	<ol style="list-style-type: none"> 1. Work has been done to identify and mitigate or avoid impacts in order to provide efficient and effective emergency services on hillsides. Comprehensive plan amendments have also been approved that will create a more balanced and efficient distribution of land uses. Continue to have discussions with potential developers

			<p>and property owners in the area; Comp Plan Amendments in 2022 were reviewed and evaluated for a balance in land use between commercial and high density residential</p> <ol style="list-style-type: none"> 2. Provided a strategic economic development update to council on 9/27/22; Completed a lands inventory on 10/11/22
<i>Economic Development</i>		<p>Reopen & Economic Recovery:</p> <ol style="list-style-type: none"> 1. Focus on Tournaments & Tourism in partnership with Visit Tri-Cities, Toyota Center, Carousel of Dreams, Historic Downtown Kennewick Partnership and others 	<ol style="list-style-type: none"> 1. HDKP Flag Plaza Licensing Agreement authorized by Council on 6/1/21. Collaborated with Three Rivers Carousel Foundation on River of Fire and supported Water Follies Airshow and Columbia Cup in 2021 and with VenuWorks for the River of Fire in 2022. Hosted Vintage at the Ridge and new 3-on-3 basketball tournament at Southridge, Water Lantern Festival at Columbia Park, and 15 baseball/softball tournaments in 2021. Parks and Recreation efforts awarded the Regional Chamber's Most Valuable COVID Response Award for government agencies in 2021. Held close to 100 events in 2022; review and implement a streamlined event application process 2. Partnered with HDKP on the applying for the South Columbia Creative District (SOCO). The SOCO was approved on October 6, 2021. Having this new creative arts district designation will further promote our Historic Downtown, create new vibrancy and provide new creative enterprise opportunities. 3. Worked with Trios to reestablish Auburn Street connection to 10th Avenue to reopen campus and improve emergency response. 4. Entered into agreement with Foodies when we were notified that Bite would not be extending contract to run the Golf Course Clubhouse Restaurant 5. Held Holiday Parade on 12/3/22 in conjunction with HDKP
<i>Economic Development</i>		<p>Support Economic Development Incentives:</p> <ol style="list-style-type: none"> 1. Work with our legislators and lobbyist to identify and support incentives (including Building Business Ecosystems) to help our economy recover from the pandemic and create growth and vibrancy 	<ol style="list-style-type: none"> 1. Tax increment financing legislation approved during the 2021 Legislative Session, but limited to local property tax increments (No State Incentive).
<i>Economic Development</i>		<p>Economic Development Priorities:</p> <ol style="list-style-type: none"> 1. Evaluate the economic development manager position during the biennium and focus efforts on contracting video and digital marketing materials in preparation for the future 	<ol style="list-style-type: none"> 1. Have worked in partnership on video and digital marketing materials that were presented at the 10/26/21 workshop. Filled Economic Development position in 2022; will be providing an update to the Economic Development Strategic Plan beginning in 2023 with Council workshop in January.

<p><i>Infrastructure and Growth</i></p>		<p>Sustainable Funding for Priority Capital Facilities Plan:</p> <ol style="list-style-type: none"> 1. Pavement Preservation – \$2M annually plus funding of pavement condition rating update and funding for an additional \$1M in 2022 if determined to be needed 2. One Time Funding - \$2M capital transfer – defer for the biennium 3. Priority Capital Needs (strategic plan to manage the aging infrastructure): <ol style="list-style-type: none"> a) Animal Shelter – \$2M to build shelter in partnership with Pasco & Richland b) Police & Fire Fleet Replacement Program c) Street & Parks Partial Fleet Replacement – highest priorities d) Fire Stations – complete station #3 and begin station #1 replacements e) Ridgeline/395 Intersection – in partnership with WSDOT f) Replacement of City Hall – (in 5 years) update facility study and include civic center master planning efforts g) Technology Improvements – continue implementation of IT Strategic Plan 	<ol style="list-style-type: none"> 1. Increased pavement preservation by \$2M for biennium, to reach an average of \$3M annually for 2021/2022; Included \$4M annually in 2023/2024 biennial budget; Completed successful BST and crack seal contracts in 2021 & 2022 and overlays to Southridge Blvd, 27th Avenue, 10th Ave, Gage & Okanogan Pl; completed pavement condition rating in 2021; implemented pavement cut policy in partnership with Pasco, Richland and West Richland 2. Implemented with 2021/2022 adopted budget. Reinstated \$1M transfer in 2022 at mid-biennium 3. Priority Capital Needs – In Process: <ol style="list-style-type: none"> a) \$2M funded in 2021/2022 budget b) 2021/2022 items funded; Recommending use of one-time ARPA funding for 2023 KPD fleet replacement to ensure long-term viability of program. c) Addressed shortfall due to inflationary increases in costs at mid-biennium. d) Will be completed at budgetary savings, allowing for the reallocation of 2020 bond proceeds to Station #1 project in 2022; completed station #3 and completed design and construction underway for station #1 replacement e) Ridgeline/395 is underway in partnership with DOT for completion in Spring, 2023; includes water and sewer utilities for future growth f) City Hall replacement is included in the 6-year CIP g) IT priority projects in process (see responsible government section) h) Completed a comprehensive facility assessment of the Fire Training Center and identified key repairs, improvements and associated costs incorporated into the '23/'24 biennial budget
<p><i>Infrastructure and Growth</i></p>		<p>Implement Creative Solutions to Maintain Existing Infrastructure:</p> <ol style="list-style-type: none"> 1. Consolidate the Park & PW capital project team and prioritize projects 	<ol style="list-style-type: none"> 1. Consolidation occurred and the capital projects team is working closely together to implement the highest priority projects; through turnover, determined to hire a Parks Project Manager position and reallocate other resources in the Parks CIP and contract specialist area for more effective operations

<p><i>Infrastructure and Growth</i></p>		<p>Sustainable Funding for Utility Capital Facility Plan Priority Projects:</p> <ol style="list-style-type: none"> 1. Advanced Metering Infrastructure (AMI) project– continue implementation of the new system along with meters which provide the ability to reallocate existing meter reader positions 2. Priority plant & infrastructure capital needs 3. Continue construction of 6MG Reservoir (18th & Kellogg) 4. Planning for future plant expansion & most effective operations and maintenance of our infrastructure (Florida Green Model for the Wastewater treatment plant improvements) 5. Increase the funding for drywell repairs and rehabilitation by an additional \$125,000 in this biennium 	<ol style="list-style-type: none"> 1. Installation of AMI network at 90% complete, with over 3,000 meters/transmitters installed and reporting to the network; completion of Phase 1 to continue followed immediately with installation of Phase 2, Jan-July, 2023 2. Continue to focus on priority plant and infrastructure capital needs as identified and funded in the water/sewer rate study 3. Reservoir, new booster pump station, demo of existing 10MG reservoir, and re-landscaping completed in 2022 4. Received progressive design build approval by the State’s capital projects advisory review board, state revolving loan application approved and fully funded; selected a progressive design build team 5. Repaired several locations and rerouted stormwater near Southridge/Ridgeline in 2021
<p><i>Infrastructure and Growth</i></p>		<p>Other Priority Plant & Infrastructure Capital Needs – Water & Sewer</p>	<p>Other Priority Projects:</p> <ul style="list-style-type: none"> • Completed stormwater comprehensive plan update in early 2021, including first adopted 10-year capital improvement plan • Repair/improve aging 19th/Olympia & 47th/Olympia reservoirs to reduce future failures or contamination; project completed • Design and Plan Water Transmission Mains to support existing and future growth, Zone 3 Kansas Reservoir Transmission main design and easement acquisition underway • Improve and replace aging sewer lift station at 23rd and Gum to address increased flows and safety concerns; project completed • Completed lining of corroded sewer transmission mains to avoid future collapses and failures; project completed • General Sewer Plan update underway with scheduled completion in early 2023 • Waste Water Treatment Plant (WWTP) Non-potable system currently in design with construction in 2023. The non-potable system will remove the WWTP as the top potable water user.
<p><i>Infrastructure and Growth</i></p>		<p>Other Priority Plant & Infrastructure Capital Needs – Transportation Programs</p>	<p>Other Priority Projects</p> <ul style="list-style-type: none"> • Completed local roads safety plan • Street light evaluation and LED upgrade for major arterial streets - \$420k Federal Safety grant • Pedestrian crossing improvements – 9 RRFB’s - \$860,900 Federal Safety grant

			<ul style="list-style-type: none"> • Performed CCB corridor traffic signal coordination, greatly improving travel times along corridor • Successfully obtained \$1.3M in TIB funding to construct Deschutes/CCB Signal. • Successfully obtained \$4.4 M in Federal STBG funds to construct Quinault/CCB Signal and also Design and purchase ROW for CCB Widening project. • Short listed for the Conway School Zone project from the Safe Routes to School grant • Short listed for Keene trail from the bike trail grant • Short listed for East Kennewick Freight Zone Improvement from the Freight Mobility Grant
<i>Infrastructure and Growth</i>		Other Priority Plant & Infrastructure Capital Needs – Solid Waste & Recycling Program	<p>Other Priority Projects</p> <ul style="list-style-type: none"> • Negotiated contract addendum with Waste Management to address market changes for recycling, extra carts and free trips to transfer station • Moderate Risk Waste Facility is being constructed after working closely with Benton County and other regional partners
<i>Infrastructure and Growth</i>		Other Priority Plant & Infrastructure Capital Needs – Development Related Items	<p>Other Priority Projects</p> <ul style="list-style-type: none"> • Amended KMC to make plats/BSPs consistent and allow for bonding of pavement to avoid cold weather paving • Amended Comprehensive Plan and KMC to consolidate requirements for mitigation of development impacts and to assure preservation of ROW and street improvements along adopted transportation corridors • Public Works and Building Departments successfully addressed Ecology concerns to keep debris and illicit discharges out of streets, working with HBA and through building inspections • Amended KMC to improve pavement cut repair for underground utility street patching
<i>Quality of Life</i>		<p>Support & Promote Conveyance of Shoreline:</p> <ol style="list-style-type: none"> 1. Partners with USACE, TRIDEC & other agencies 2. Discuss Options for Golf Course Mgmt and Bite at the Landing Partnership 	<ol style="list-style-type: none"> 1. Working closely with TRIDEC, USACE, CTUIR and the region on shoreline re-conveyance; Meeting with CTUIR economic development and cultural resources departments; TRIDEC provided an update on 10/12/21 2. Bite at the Landing operation agreement renewed for one year on 11/01/21 and provided notice to not renew after 2021; worked with Foodies to open Foodies on the River to provide the restaurant service for the Golf Course Club House

			Restaurant; CourseCo Golf Course operations contract renewal completed
<i>Quality of Life</i>		<p>Leverage Partnership in Community</p> <ol style="list-style-type: none"> 1. Wildland/Urban interface mitigation plan – Zintel Canyon partnership with KID and cross function team 2. Recreation Program Recommendations: <ul style="list-style-type: none"> o Reduce Community Center Hours M-TH closing at 5pm rather than 8pm o Partner with Boys & Girls Club & YMCA to determine best service delivery method o Realign recreation staffing resources to focus on priority program 3. Homelessness & Housing – Cross functional team partnership with Housing Authority, Benton County Human Services, United Way and other agencies 	<ol style="list-style-type: none"> 1. Continue work with KID and city staff team to improve Zintel Canyon; began discussions on potential paths and trails along the KID canals 2. Recreation Program Recommendations: <ul style="list-style-type: none"> o Implemented Community Center hours of operation o Provided day camp study hall program during COVID with SkyHawks; Established new partnership with Siri Brazilian Jiu Jitsu; eligible for CDBG assistance o Moved recreation coordinator to tournament and event coordinator o Will hire new events coordinator position to assist with maintaining and growing our special events 3. Proposals to complete housing market and feasibility study for 10th Ave completed; implemented MOU with KHA; continue to coordinate regionally on homelessness with Benton Human Services
<i>Quality of Life</i>		<p>Park & Greenway Maintenance:</p> <ol style="list-style-type: none"> 1. Tree replacement & maintenance program 2. Work on creative solutions (Arts in Roundabouts); seek sponsorship opportunities 3. Eliminate jail work crew and reallocate dollars to contract services & seasonal PT wages while prioritizing workload 	<ol style="list-style-type: none"> 1. Added \$45k to existing contracted service budget at the mid-biennium for hazardous trees at City Parks 2. Repaired and reinstalled art at Hildebrand & Zintel; Continue work with Arts Commission for STCU sponsored traffic box wraps 3. Completed the jail crew reallocation of resources; continue conversation with Benton County on potential for work crews in the future
<i>Quality of Life</i>		<p>Toyota Center Partnership:</p> <ol style="list-style-type: none"> 1. Leverage resources for funding operations directly associated to the Toyota Center 	<ol style="list-style-type: none"> 1. Lodging Tax Advisory Committee approved \$320k annually in 2021 and 2022 for Toyota Center/Arena operating needs; This is supplemented by \$200k annually from General Fund

<i>Responsible Government</i>		Implement the 5-Year IT Strategic Plan <ol style="list-style-type: none"> 1. ERP/Eden System Replacement 2. BIPIN System Replacement 3. Network Equipment Replacements 4. Network Resiliency 5. Telephone System Replacement 6. Workstation Replacement 7. Audio/Video Upgrades in Council Chambers 	<ol style="list-style-type: none"> 1. Phase 1 financials went live 6/1/21; phase 2 EnerGov Online Permitting goes live 11/1/21; Phase 3 Asset Maintenance/Work Orders goes live 12/14/22; Phase 4 Payroll/HR begins Jan, 2023; Phase 5 Utility Billing begins Jan, 2024 2. BIPIN went live in April, 2022; staff worked with vendor throughout the year on post implementation issues 3. Completed 4. Firewall installed & internet connection is operational; licensing, configuration & final testing to be completed by end of 2022 5. Equipment purchased; complete after full completion of network resiliency project – projected completion Feb, '23 6. Completed 7. Implemented the beginning of 2022
<i>Responsible Government</i>		Internal Cross Functional Teams and Succession Planning <ol style="list-style-type: none"> 1. Development Review 2. Inspection Program 3. Zintel Canyon Mitigation & Opportunity 4. Consolidate Park & PW Capital Program 	<ol style="list-style-type: none"> 1. Development Review continued uninterrupted throughout City Hall closure; review times were maintained at pre-closure levels throughout City Hall closure and while working on ERP transition; held developer forum virtually in 2021 and in person in 2022 2. Building Inspections continued uninterrupted throughout City Hall Closure; Service level was maintained throughout while also working on ERP transition 3. Repaired several bridges; ongoing vegetation control to maintain first responder access through the Canyon; coordinate and support of Eagle Scout volunteer project to repaint park amenities and landscaping; Continue to discuss partnership options with KID 4. Completed & working on priority projects; hired a park project manager position and working on the capital projects team priorities and streamlined operations
<i>Responsible Government</i>		Evaluate Vacant Positions & Fill Vacancies Based on Priority Work	<ul style="list-style-type: none"> • Continue to implement streamlined hiring strategies to assist HR and the departments in reviewing applicants; modified police lateral policy to assist in hiring qualified lateral positions (approved 12/6/22). • Continue to evaluate each vacancy to ensure we are filling priority positions and evaluating priorities for the city
<i>Responsible Government</i>		Budgeting By Priorities Model <ol style="list-style-type: none"> 1. Monitor Revenue Projections & Provide Updates 2. Mid-Biennium Review – Evaluate potential reductions for implementation as needed and based on priorities 	<ul style="list-style-type: none"> • Completed the 2020 and 2021 financial review; quarterly reports/monthly financial briefings continue to be issued • Mid-Biennium Review conducted 11/9/21; 2023/2024 biennial budget and strategic plan adopted on 11/15/22 as well as property tax levy for 2023

<i>Responsible Government</i>		Complete process review of the criminal division procedures and implement changes that are responsive to the significant changes in technological function of partner agencies	<ul style="list-style-type: none"> • Completed first quarter of 2021; met with Benton County District Court staff and obtained access to County’s Onbase system to retrieve documents filed in court to avoid extra step of requesting it from their staff. • Improved victim notification process and improved pre-trial preparedness by contacting witnesses and victims earlier in the litigation process • Updated criminal case management software system to provide for efficiencies between district court and the City; provides for paperless system and therefore elimination of the ½ time docket clerk
<i>Responsible Government</i>		Work with Public Works and City staff on small cell deployment and implement proposed code revisions relating to mitigating impacts of development	<ul style="list-style-type: none"> • Negotiated draft small cell franchise with US Cellular • Worked with PW staff on Comprehensive Plan Amendments goals and policies regarding traffic and connectivity; worked with staff on code revisions to implement goals and policies to mitigate traffic impacts of development, code revisions scheduled for adopted in 2021 • Held Developer Forum in Spring, 2022 to review other code revisions; worked with neighboring jurisdiction on standard for pavement restoration and code updates
<i>Responsible Government</i>		Work with Planning Department and retain counsel to complete UGA expansion appeal process and implementation of industrial development regulation in newly annexed area	<ul style="list-style-type: none"> • Reviewed briefing filed for City in UGA appeal with retained counsel; reviewed motions and briefing to obtain stay with Growth Board; reviewed recent case law to assure briefing was still good law; reviewed argument of retained counsel before Div. III of the Court of Appeals September 9, 2021; awaiting decision by Div. III

<p><i>Other Accomplishments</i></p>	<p>Due to the COVID pandemic and police reform, 2021 was a very different year. During 2022 we began getting back to normal operations. The following are accomplishments that were not identified during the biennial budget relating to COVID Response, Police Reform & Other Significant Accomplishments</p>	<ul style="list-style-type: none"> • Completed review of KMC Titles 8, 9, and 10; drafted and presented to council four batches of code amendments in January, March, June and September 2021; code amendments will ensure the KMC is current with state law and case interpretation and will ensure convictions are less susceptible to appeal • Administration of 3 additional HUD grants related to COVID-19 • Keewaydin Community Center interior renovation • Cascade Linear Park • Keewaydin Park playground replacement and accessibility upgrades • Significant support to the Covid Mass Vaccination Site held at the Benton County Fairgrounds. City staff provided approximately 5,000 hours of support to this community effort. • In July we implemented our KPD succession plan with the announcement of my retirement the previous February. The creation of the Assistant Chief position as well as backfilling the Command Staff. The department is set for great leadership into the future. • Dealing with police reform—as we continue to combat criminal gang activity we are also dealing with limitations and restrictions on how we go about dealing with criminal activity. KPD continues to be relentless in dealing with criminal gang activity and other crimes against people and property. • COVID challenges—ensuring staffing levels are appropriate to be able to handle incoming calls and deal with criminal gang activity; continue work with regional partners to advocate for our community and implement required mandates • Hiring challenges—due to legislative challenges and our hiring standards we continue to hire the best and the brightest as well as promote the best. • Performed successful BST pilot project for Fire Station #2 parking lot • Partnered with Deschutes property owners (Morin to Johnson) to repair shared private street • Regional Mass Vaccination Site – staff in several departments participated as partners in the vaccination sites, which was recognized as being the most efficient model in the State of Washington, resulting in over 80,000
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			<p>people in our community being vaccinated</p> <ul style="list-style-type: none"> • Succession Planning – All departments continue to work on succession planning. An example is the hiring of Anthony Muai when Greg McCormick retired and the Fire Department taking active steps to help prepare staff to take on future roles and responsibilities by initiating the company officer and chief officer development programs • Lawrence Scott Pickleball Court sponsorship, funding and implementation • Implemented changes to hiring lateral police officers in an effort to provide consistency and assist with fully staffing our police department • Hired our new Park & Recreation Director, Nick Farline • Implemented the Council Chamber remodel that allows hybrid Council and Planning Commission meetings • Implemented a strategic crime fighting and deployment model
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2021 FOUNDATIONAL COMPETENCIES & CORE VALUES

We will provide excellent public service and ensure the safety and wellbeing of our community and one another through empowerment of each employee. We value *Integrity, Inclusiveness, Stewardship* and *Communication*. We are accountable to our community for innovative and collaborative efforts that anticipate needs, leverage resources and deliver solutions.

STRATEGIC THINKING & ORGANIZATIONAL ALIGNMENT: Possess the ability to link long range vision and concepts to daily work; able to think conceptually and see the “big picture.” Understands the purpose of one’s job and how it fits into the organization as a whole. [Strategic Thinking]

EMPLOYEE:	I continue to work on aligning Council Goals with staffing resources and overall City-wide priorities. I have developed a strategic program for the organization that helps to keep our work focused on implementing strategic council goals and objectives. We continue to work with the boards and commissions to implement strategic workplans that are aligned with council goals and priorities to assure staffing resources are aligned and the organization, boards, commissions and Council are all moving forward together to implement overall goals and priorities. It is important to continue to assure we are all moving forward together and to periodically reassess Council goals and priorities. Establishing and reassessing council overall goals and priorities will allow our resources to be allocated to the high priority projects and programs and will also help, as we implement our biennial budget, to appropriately allocate our budget resources to operational and capital priorities. The City has implemented a fire department strategic plan that will provide alignment with the City strategic plan and establish goals and priorities for the future. We are focused on hiring and promoting the right people to be a part of our City team that will look at creative ways (within the legal constraints) to implement priorities. During COVID when our revenues were uncertain, we worked to identify areas we could reduce in order to remain focused on high priority programs while providing a sustainable budget. I provided the biennial accomplishments in implementing our strategic plan during the November 9, 2021 workshop and the December 13, 2022 workshop. Those accomplishments are also identified above.
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SUPERVISOR:	
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LEADERSHIP: Takes an active role in promoting the development of an inspiring, relevant vision for the City. Influences others to share ownership of the City’s mission to create an ethical environment that delivers value for the community and fosters individual growth. [Initiative; Inclusiveness; Communication; Integrity; Progressiveness]	
EMPLOYEE:	The Department Head Team is infusing the City’s core values into all aspects of our jobs (including hiring, promotions, evaluations, pay for performance, resource allocation, etc.). We are holding staff accountable to these core values and to achieving Council goals and priorities. I have tried to keep the organization updated on the biennial budget process and progress in implementing Council’s strategic plan and other priorities, so that the organization is aware of Council’s priorities and any changes that have occurred so we are moving forward together in alignment. Provided updates to the organization twice a month regarding accomplishments, personnel updates, events, etc. During COVID, I was not able to get out in small group meetings but will be re-implementing those meeting beginning in January. I have been involved in the Washington City Managers Association and the Chamber of Commerce Women’s Leadership Conference in an effort to encourage others interested in leadership roles in the City Manager field and in our community.
SUPERVISOR:	
PERSONAL TRAITS: Is aware of own strengths and limitations, has willingness to change, acts with integrity, has acceptable attendance and demonstrates an understanding of the City’s values and a commitment to the City’s mission. [Attendance; Dependability; Willingness to Improve; Integrity; Communication; Professionalism]	
EMPLOYEE:	I am committed to our City’s overall mission and core values. I continue working to demonstrate my commitment each day. We have a great leadership team with diverse experiences and expertise that make us a cohesive group that can discuss the best approaches to implement programs, policies and procedures that achieve council goals and priorities. I continue to review and evaluate how other organizations are succeeding and try to implement solutions to challenges the City of Kennewick faces based on experiences and successes from other agencies. I encourage the leadership team and organization to provide flexible, creative solutions as we are implementing the regulatory requirements for the organization.
SUPERVISOR:	
LEARNING SYSTEMS: Effectively uses all experiences as opportunities to learn and grow as an individual and to translate that growth to the organization as a whole. [Willingness to grow professionally and/or academically; Adaptability; Stress Management]	
EMPLOYEE:	I continue to access resources and learn from others success. I work to implement policies and procedures that help us to be a better organization and to assure we are moving forward together in alignment with Council goals and priorities. I continually look at best practices that other organizations have implemented and learn how to implement those practices in the City of Kennewick. There are many organizations available to learn from (ICMA, AWC, MRSC, Community Partners, Local Professional Organizations, etc.) and I continue to try to capture experience and expertise from those organizations and our local partners. I encourage each of the leadership team to be involved and seek best practices from their professional organizations. I was a board member for Washington City & County Managers Association and continue to network and learn from other organizations.
SUPERVISOR:	
QUALITY MANAGEMENT: Creates and maintains a professional, high performing environment, delivering quality products and services against established standards. [Work Quality; Focus; Productivity; Effectiveness in position]	
EMPLOYEE:	We work to hire and promote the most qualified employees that are committed to the City’s overall goals, objectives and core values. I continue to work with all staff to ensure we are the most effective organization and are working together to implement Council’s priorities. I have set up small group meetings that allow discussion of the City’s overall goals and priorities as well as receiving feedback to ensure the City is aligned with Council’s overall goals and priorities (although with COVID, these meetings have been offered virtually and also continue to provide email updates). I continue to meet with our partners to make our community a better place and leverage our resources to implement (as a community) the priorities of the council. Our leadership team and organization does an exceptional job of implementing goals and priorities of Council as well as providing over 300 services to our community in an exceptional manner.
SUPERVISOR:	
RELATIONSHIP MANAGEMENT: Possesses the ability to identify and develop positive relationships, internal and external to the City, to facilitate work efforts and gain support/cooperation. [Teamwork; Communication; Cooperation]	

EMPLOYEE:	I have worked on establishing relationships with our community partners and business community. We are working together as an organization to anticipate potential vulnerabilities and alleviate them before they occur. We have developed a business friendly environment for our builders and developers. We continue to work with our local and regional partners to utilize our resources most effectively for the betterment of our community. I have worked on the relationships with developers by meeting periodically with the development community and HBA. I meet frequently with the Port of Kennewick, the Corps of Engineers, CTUIR and other key partners in the community. During COVID we implemented creative options for our small businesses to be able to operate with outdoor dining and retail opportunities and continually look for opportunities to assist our businesses and residents (including utility assistance and business grants). We are continuing to work on the public/private partnership project for the expansion of the Convention Center, Performing Arts Theater and adjacent hotel, which we continue to meet monthly in a coordinated effort to move this project forward. In addition, there will be an opportunity for a phase II development with this partner. This occurred after years of cultivating a trusting relationship with the developer and the community.
SUPERVISOR:	
TECHNICAL SKILLS: Develops and maintains the knowledge, skills and expertise to successfully carry out the City's mission. [Technical Skills; Technical Understanding]	
EMPLOYEE:	I continue to work on enhancing my knowledge, skills and expertise through training, networking and doing research to gain insight into how others have been successful. I meet with other City Managers and County Administrators frequently to discuss regional priorities and network about effective and creative ideas and opportunities. The Department Head team meets weekly and continues to review and evaluate the Budgeting by Priorities model and our accomplishments toward implementation of the Council's goals and priorities. I continue to attend training webinars and research complex issues through AWC, MRSC and other sources.
SUPERVISOR:	

YEAR-END EVALUATION SIGNATURES

Employee Date:

Mayor Date:

Mayor Pro Tem Date:

Employee and Supervisor retain electronic copies; HR receives original signed copy.



STRATEGIC PLAN GOALS & PRIORITIES

December 13, 2022 Update

PRIORITY AREAS



**Community
Safety**



**Economic
Development**



**Infrastructure
and Growth**



**Quality
of Life**



**Responsible
Government**

COMMUNITY SAFETY

OBJECTIVE

Continue to Ensure the Safety of our Community by Maintaining Current Service Levels & Partnerships



A Safe Place to Live, Work and Play

Combat Gang Activity

- Continue existing program commitments
- Partnership opportunities with Benton County
 - District Court, OPD, Probation Contracts – District Court discussions & contract implementation; COMPLETED in Dec with discussions continuing
 - Negotiate jail contract – COMPLETED (Council adopted 2.16.21)
 - Recommendation on future of Work Crew Program – COMPLETED; discussions continue
- Implement Lexipol for comprehensive police policies – COMPLETED
- Implemented Body Cam & Dash Cam Program

Enhance School Safety

- SRO evaluation for all 5 KSD middle schools – Continue to discuss partnership options with the School District while providing SRO at Highlands & Park Middle Schools and High Schools; work in 2022 on SRO's in all middle schools & review school security in elementary schools
- Replaced KSD school zone flashing beacon system



Fire Department Strategic Planning

- Provide recommendation and strategy for future implementation – **Completed with results presented to Council & implemented in 2023/2024 biennial budget**
- **Started the Fire Department peak hour pilot program in January**
- **Regional Standard of Cover to be completed in 2023 – RFP is in process**

Safe Drinking Water

- Water/Sewer rate study implementation recommendation – **COMPLETED (Council adopted 11.01.22)**
- Priority Capital Projects – **AMI contracts approved on 9.21.21; 18th & Kellogg Reservoir completed Oct '21**
- Water and Sewer Comprehensive Plan Updates – **Continued to review and update water/sewer comp plans**
- **Closely monitored Columbia River algal bloom**



Council Priority: Community Safety

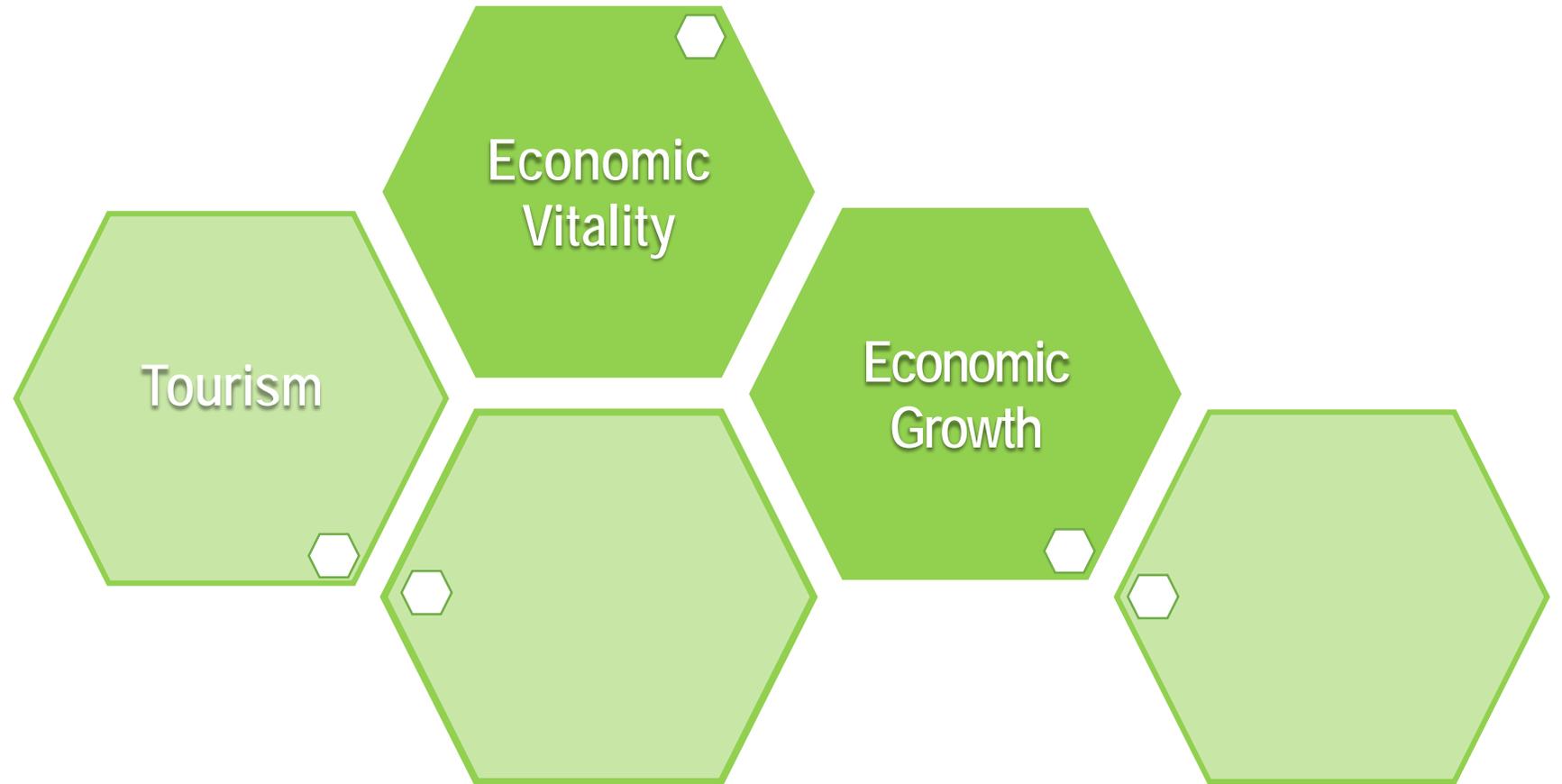
- Propose implementation of code amendments to Titles 8,9, and 10 of the KMC.
 - Amendments reflect changes in case law and the RCW, and will facilitate clarity within the code. – **COMPLETED (Drafted and presented to Council in four batches Jan., March, June, and Sept. of 2021).** Code Amendments ensure KMC is current with state law and interpretation, convictions are less susceptible to appeal
- **Continued effort for effective Police Reform & Support Recovery Center and crisis response tools and partnerships.**



ECONOMIC DEVELOPMENT

OBJECTIVE

Support Existing Businesses and the Creation of Sustainable Family Wage Jobs



A Diverse & Vibrant Economy

Support & Promote Industrial Development Area

- Implement Comprehensive Plan amendments for land use designation – **COMPLETED (Council adopted 10.5.21, 10.04.22, 11.01.22, 11.15.22 & 12.6.22)**
- Partnership with TRIDEC and developers to identify new businesses
 - Marketing material and location information provided to Department of Commerce that met site selection criteria in coordination with TRIDEC; Market Industrial area to potential developers.
 - Direct correspondence with developers and site selectors to provide similar materials.
- Utilities and infrastructure extension plan
 - Funding included in 21/22 biennial budget. ARPA funding recommended, allowing water/sewer funds to be reallocated to other priority projects.



Connect Waterfront to Downtown

- Wine Village & Columbia Drive – **IN PROCESS** (\$500k MOU finalized with POK for Washington Street corridor improvements project contribution. Remaining funding for \$1M project is a \$425k TIB Complete Streets grant with 15% city match.)
 - Partnership with Port of Kennewick, Columbia Basin College, Benton County and Historic Downtown Kennewick Partnership.
 - Washington Street improvements to improve multi-modal transportation and connectivity
 - Continued discussions and partnership with the Port on projects at the wine village and Vista Field

Vista Field Partnership

- Identify funding source for Convention Center expansion– **IN PROCESS (monthly meetings continue)**
 - A-1 Pearl provided updates on 5.25.21 & 10.11.22, challenges associated with COVID
 - Amended PSA (#2) on 7.21.20, extended due diligence period 24 months for city and A-1 Pearl.
 - PSA amended on 6.23.21, A-1 Pearl will defer construction of 40k SF commercial structure.
 - A1 Pearl and PFD provided update to Council on 10.11.22
 - Partnership with Kennewick PFD on funding options, project costs and delivery methods
- Partnership with A-1 Pearl on hotel funding identification
- Partnership with Port of Kennewick on Fire Station #3 construction
 - Landscaping and access road in accordance with Vista Field vision; Fire Station Complete
 - Old Fire Station #3 PSA with Benton County approved on 12.6.22

Opportunity Centers

- Partnerships with property owners and developers for vision implementation at Southridge – **IN PROCESS**
 - Identify and mitigate/avoid impacts to provide efficient emergency services on hillsides.
 - Recommendations made to Comprehensive Plan Amendments to create a more balanced and efficient distribution of land use now and into the future.
 - Provided strategic economic development update to Council & completed lands inventory
- Reopen & Economic Recovery– **COMPLETED**
 - Tournaments & tourism focus in partnership with Visit Tri-Cities, Toyota Center, Carousel of Dreams, Historic Downtown Kennewick Partnership and others.

Flag Plaza License Agreement (Council authorized on 6.1.21); Holiday Parade held 12.3.22	River of Fire, Water Follies Airshow & Columbia Cup collaboration with Three Rivers Carousel Foundation & VenuWorks
Vintage at the Ridge and new 3-on-3 basketball tournament at Southridge	Parks and Recreation received award for Most Valuable COVID Response for government agencies from Regional Chamber
15 baseball/softball tournaments in 2021 & over 100 events in 2022	Water Lantern Festival at Columbia Park; Agreement with Foodies to operate golf course restaurant

- Partnership with HDKP on Creative District application – **COMPLETED (South Columbia Creative District – SOCO designated 10.6.21)**

Support Economic Development Incentives:

- Collaborate with legislators/lobbyist to identify and support incentives for economy recovery and to create growth opportunities (including Building Better Ecosystems Act) – **IN PROCESS**
 - Local tax increment financing approved during 2021 Legislative Session (no state incentive)

Economic Development Priorities:

- Hired Economic Development Director position in 2022 after focusing on contracting video and digital media materials in 2021 – **COMPLETED**



INFRASTRUCTURE and GROWTH

OBJECTIVE

Maintain Existing Infrastructure and Build New Infrastructure to Support Economic Development & Expansion



A Well-Maintained City with Infrastructure Keeping Pace with Growth

Sustainable Funding for Priority General Governmental Capital Facilities Plan

- Pavement Preservation – Original \$2M annually with additional \$1M in 2022 if needed
 - Implemented increase to \$3M annually for 2021 and 2022
 - Completed Successful BST, Crack Seal and Overlay contracts in 2021 & 2022
- One-time funding - \$2M capital transfer-defer for the biennium (due to uncertainty with COVID)
 - Implemented with '21/'22 adopted budget & reinstated \$1M transfer in 2022 at mid-biennium

Priority Capital Needs

Strategic plan for aging infrastructure and a sustainable future

- Animal Shelter - **\$2M funded in 2021/2022 budget; ground breaking 11/30/22**
- Police & Fire fleet replacement program - **2021/2022 items funded**
 - One-time ARPA funding recommendation for 2023 KPD fleet replacement
- Streets & Parks partial fleet replacement – **Highest priorities funded (addressed funding shortfall due to inflation at mid-biennium)**
- Fire Stations – **COMPLETED Station #3 and Station #1 project is under construction**
 - Budgetary savings from Station #3 reallocated to Station #1 project for 2022
- Ridegeline/Hwy 395 Intersection (in partnership with WSDOT) – **COMPLETE IN SPRING, 2023**
- Replacement of City Hall (in 5 years) – **Included in the 6-year CIP**
 - Evaluating broader facility needs to include civic master planning efforts
- Technology improvements – IT Strategic Plan implementation continued
- Fire Training Center – **Completed facility assessment** & identified key repairs
 - Costs included in '23/'24 biennium in partnership with Fire District #1

Implement Creative Solutions to Maintain Existing Infrastructure

- Capital Project Team – Consolidate Parks and PW team and set highest priority projects – **COMPLETED**;
Evaluated needs when contract specialist left City and replaced position with Parks Capital Projects Manager
Sustainable Funding for Utility Capital Facility Plan Priorities Project
- Utility Capital Projects included in the Water, Sewer, Stormwater rate study
 - Advanced Metering Infrastructure (AMI) project – **IN PROCESS**
 - Contracts in place and construction to take place in 2022
 - Construction of 6MG reservoir (18th & Kellogg) – **COMPLETED**
 - Reservoir complete & in operation; new booster pump & demo of existing reservoir in 2022
 - Future plant expansion and efficiency planning (Florida Green Model) – **IN PROCESS**
 - \$125,000 biennium increase for drywell repair/rehabilitation funding – **Repaired Several Locations**
 - Completed Stormwater Comprehensive Plan in early 2021 – **COMPLETED**
 - Repair & Improve aging 19th/Olympia & 47th/Olympia reservoirs – **COMPLETED**
 - Design & plan water transmission mains to support existing & future growth
 - Improve & replace aging sewer lift station at 23rd & Gum – **COMPLETED**
 - Completed lining of corroded sewer transmission mains – **COMPLETED**



QUALITY of LIFE



OBJECTIVE

Maintain Parks, Provide for Diverse Entertainment Options, and Offer Recreation Programs for a Well Planned Community

Access to a Variety of Amenities and Opportunities in a Safe Environment

Support & Promote Conveyance of Shoreline

- Partner with USACE, TRIDEC & other agencies on Shoreline Reconveyance – **IN PROCESS; TRIDEC provided an update on 10.12.21 and will provide another update in January**
- Golf course management and Bite at the Landing partnership discussions – **Renewed golf course operation agreement & replaced Bite at the Landing when they notified us they would not be renewing the agreement, with Foodies on the River**

Leverage Partnerships in Community

- Wildland/Urban interface mitigation plan – Zintel Canyon partnership with KID and cross-functional team
- Recreation Program Recommendations:
 - Community Center hours reduced to M-TH 5pm (instead of 8pm) closing – **COMPLETED**
 - Boys & Girls Club and YMCA partnerships and evaluation of all recreation program offerings – **Day camp study hall offered during COVID shutdown (with SkyHawks). Siri Brazilian Jiu Jitsu Fall 2021, CDBG eligible financial assistance**
 - Realign recreation staffing resources with focus on priority programs – **COMPLETED**
- Housing & Homelessness – Partnership with Housing Authority, Benton County Human Services, United Way and other agencies
 - 10th Ave Housing Market and Feasibility Study – **Completed**
 - **ILA with Housing Authority – 9.20.22**
 - **Continue work and coordination with Benton County Human Services Department**

Park & Greenway Maintenance

- Continue tree replacement and maintenance program based on highest priority - **\$45k budget increase at mid-biennium for hazardous city park trees**
- Creative solutions for art and roundabouts
 - Arts Commission collaboration and sponsorship opportunities – **Repair and reinstall STCU funded roundabout at Hildebrandt/Zintel. Traffic box wraps with STCU and other sponsorship.**
- Jail work crew elimination with funds reallocated to seasonal part-time staffing – **COMPLETED & continue to evaluate jail crew feasibility**

Columbia Park Golf Course

- Providing community with quality of life, economic development activity vs. enterprise type of activity
- Partnerships:
 - CourseCo – Operates and maintains course (for a contracted management fee)
 - Bite at the Landing – Lease agreement for operation of Club House Restaurant with potential shared revenue for special events operations – **Renewed Restaurant Concessionaire License through October 2022 & received notification that they would not renew contract**
 - **Foodies on the River – Negotiated agreement with Foodies to take over the Club House Restaurant**



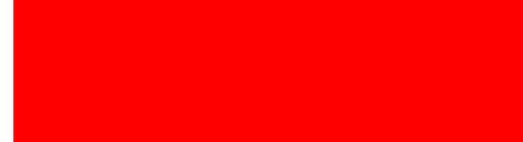
Toyota Center

- Providing community with quality of life, economic development activity vs. enterprise type of activity
- Partnership with KPFD & A1 Pearl
- Lodging Tax Advisory Committee approved \$320k annually in 2021 & 2022 for Toyota Center operating needs, in addition to \$200k annually from the General Fund (using Admission Tax from Toyota Center)

Council Priority: Quality of Life

- Continue with citywide efforts to streamline internal processes relate to nuisance and substandard code enforcement cases – **IN PROCESS – have begun more proactive abatement in 2022 on substandard homes and deceased owner property**





RESPONSIBLE GOVERNMENT

OBJECTIVE

Provide Exceptional
Public Service,
Stewardship,
Transparency, and a
Sustainable Future



Responsive, Responsible, and Fiscally Accountable Government

IT Strategic Plan

- ERP/Eden System replacement – **IN PROCESS**
 - Phase 1 financials live on 6.1.2021
 - Phase 2 EnerGov Online Permitting live on 11.1.2021
 - Phase 3 Asset Maintenance/Work Orders live on 12.14.22
 - Phase 4 Payroll/HR begins in January, 2023
 - Phase 5 Utility Billing begins in January, 2024
- BIPIN system replacement – **IN PROCESS (live in April, 2022; working on post implementation issues)**
- Network equipment replacement – phase 1 – **COMPLETED**
- Network resiliency – phase 1 – **IN PROCESS (to be completed by end of 2022)**
- Telephone system replacement – phase 1 – **IN PROCESS (expected to be completed in Feb, 2023)**
- Workstation replacement – phase 1 – **COMPLETED**
- Audio/Video Council Chamber upgrades – **COMPLETED**



Internal Cross Functional Teams and Succession Planning

- Development review – Uninterrupted during COVID closure with pre-closure levels and timelines maintained; Held developer forum in Spring, 2022
- Inspection program - Uninterrupted during COVID closure with pre-closure levels and timelines maintained
- Zintel Canyon mitigation and opportunity – Repaired bridges; vegetation control; support Eagle Scout project to repaint amenities and landscape; continue partnership opportunity discussions with KID
- Parks & Public Works capital program consolidation – COMPLETED & continued to evaluate with vacancies
- Vacant position evaluation/fill based on priority – Continue to evaluate each vacancy to ensure we are filling priority positions
- Budgeting by priorities model evaluation
 - Monitor revenue projections and provide updates – 2020 review completed 4.27.21, quarterly reports and monthly financial briefings issued
 - Mid-biennium review – Completed 11.9.21
 - 2023/2024 Biennial Budget – COMPLETED and Approved 11.15.22



Council Priority: Responsible Government

- Process review of criminal division procedures and implement changes to coincide with technological functions of partner agencies – **COMPLETED**
 - Obtained access to Benton County's system for document retrieval
 - Early notification to victims and witnesses to allow for improved pre-trial preparedness
 - Implemented Paperless system & eliminated ½ time docket clerk

Council Priority: Responsible Government

- Small cell deployment and code revisions related to mitigating impacts of development
 - Negotiated draft of small cell franchise with US Cellular, final version scheduled for adoption December 2021
 - Comprehensive Plan amendments to goals and policies for improved traffic and connectivity, code revision scheduled for adoption November 2021

Council Priority: Responsible Government

- Complete UGA expansion appeal process and implementation of industrial development regulations in newly annexed area
 - Reviewed motions, briefings and recent case law regarding UGA appeal
 - Reviewed argument of retained counsel before Div. III of the Court of Appeals on 9.9.2021, awaiting decision by Dev. III

ADDITIONAL ACCOMPLISHMENTS

- Administration of 3 additional HUD grants related to COVID-19
- Interior renovation of Keewaydin Community Center
- Cascade Linear Park Completion
- Playground replacement and accessibility upgrades completed at Keewaydin Park
- City staff provided approximately 5,000 hours of support at the COVID mass vaccination site held at Benton County Fairgrounds
- KPD succession plan implemented with the retirement of Chief Hohenberg
 - Chief Guerrero sworn in on March 1, 2022
 - Backfilled Command staff
 - Implemented crime fighting strategies and deployment model in November, 2022
- Navigating police reform while continuing to combat criminal gang activity and crimes against people & property
- Overcoming challenges related to COVID
 - Continue work with regional partners to advocate for our community and implement required mandates
 - Ensuring staffing levels are appropriate for call levels and for combating gang activity & assigned duties
 - Maintain hiring standards despite legislative challenges
- Performed BST pilot project for fire station #2 parking lot
- Continue work on succession planning efforts by providing training and promotional opportunities
- Completed transportation projects – safety plan, street light elevation, pedestrian crossings, signal coordination
- Completed solid waste & recycling projects – addendum to Waste Management agreement; MRWF partnership
- Development related projects – KMC & comp plan amendments; ecology concerns regarding debris addressed

ADDITIONAL ACCOMPLISHMENTS

- Worked with Sponsors and Club 509 to bring forward a plan to build pickleball courts, sun shade and restroom improvements at Lawrence Scott Park, along with options to fund the project in partnership with the sponsorships
- Implemented changes to lateral hiring process for police officers to assist in filling positions with qualified personnel
- Hired our Park & Recreation Director, Nick Farline and evaluate the needs of the Park, Recreation & Facilities Department and are evaluating as positions become vacant and filling them based on achieving the goals and priorities for the Department
- Implemented the Council Chamber remodel project that allows hybrid Council and Planning Commission meetings
- Police Department implemented a strategic crime fighting and deployment model
- Provide an update to the organization twice a month that focuses on accomplishments, personnel updates, events, etc. to assist in keeping the organization updated and aligned in achieving council's goals and priorities
- Implemented major update to the public records fee schedule
- Completed UGA expansion appeal, annexed property and are working on extension of utilities; have marketed the property to potential leads from Department of Commerce
- Negotiated contract addendum with Waste Management
- Worked with Benton County and other regional partners to construct Moderate Risk Waste Facility
- Received funding on several significant transportation projects



QUESTIONS?

THANK YOU

12.13.2022



City Council Meeting Schedule January 2023

The City broadcasts City Council meetings on the City's website

<https://www.go2kennewick.com/CouncilMeetingBroadcasts>.

January 3, 2023

Tuesday, 6:30 p.m.

REGULAR COUNCIL MEETING

January 10, 2023

Tuesday, 6:30 p.m.

WORKSHOP MEETING

1. Stormwater Code Revisions
2. Housing and Public Facility Zoning

January 17, 2023

Tuesday, 6:30 p.m.

REGULAR COUNCIL MEETING

January 24, 2023

Tuesday, 6:30 p.m.

WORKSHOP MEETING

1. TRIDEC Reconveyance
2. Public Records & Open Public Meetings Act (OPMA) Compliance

To assure disabled persons the opportunity to participate in or benefit from City services, please provide twenty-four (24) hour advance notice for additional arrangements to reasonably accommodate special needs.

Please be advised that all Kennewick City Council Meetings are Audio and Video Taped

January 2023
Updated 12/20/22



City Council Meeting Schedule February 2023

The City broadcasts City Council meetings on the City's website

<https://www.go2kennewick.com/CouncilMeetingBroadcasts>.

February 7, 2023

Tuesday, 6:30 p.m.

REGULAR COUNCIL MEETING

February 14, 2023

Tuesday, 6:30 p.m.

WORKSHOP MEETING

1. Council Ethics Policy
2. CourseCo & Columbia Park Tri-Plex Update
3. Kennewick Public Facilities District (KPF) Annual Update

February 21, 2023

Tuesday, 6:30 p.m.

REGULAR COUNCIL MEETING

February 28, 2023

Tuesday, 6:30 p.m.

WORKSHOP MEETING

1. Economic Development Strategic Plan

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