

1.20.2021

Mr. Dugovich,

I am very surprised by the tone and content of your letter. As I indicated earlier this year, I welcome an opportunity to meet with you. I am confident that if you and I met, we both would benefit. Some of the information in your letter is not correct and I would appreciate an opportunity to clarify this misinformation and have more discussion with you.

I want to share with you some of the misinformation in your letter.

1. I believe you misunderstood the recruitment process, purpose and role of the Fiscal Sustainability Advisory Committee. They acted independent from me and developed their recommendations without my input. I solicited business and community leaders with diverse backgrounds and experiences to help the city and elected officials review the city's financial sustainability. The committee acknowledged in their report that *"The Mayor and Council will need to prioritize where they focus their energies. More work is necessary to frame out the implementation and expected results of our recommendations and select the most promising."* I am in the process of reviewing the report recommendations. Next steps will include determining with city council which recommendations the city will pursue and the timeframes.

2. You indicated that I am advocating a legislative change for a 401K contributory plan versus the PERS Defined Benefit Plan. This is a false and unfair accusation, as is your claim that I wish to "dominate and lower wages and benefits." I have been a strong supporter of fair and competitive compensation for all of our employees.

3. You also stated that employees were placed on unpaid furlough, but that was not the case. Although I had to make the very difficult decision to furlough employees, I made an effort to help them through these challenging circumstances. Below are a few examples of these efforts.

1. The City elected to continue to pay healthcare premiums for furloughed employees and their dependents for the entire timeframe they were furloughed.

2. Administration and HR worked with AFSCME to offer furloughs using reverse seniority, allowing employees with the most seniority to *choose* to take the furlough rather than return to the workplace during the pandemic.

3. Employees placed on furlough received unemployment benefits including the additional unemployment that was paid by the Federal Government.

**Office of the Mayor**  
**CASSIE FRANKLIN**

 2930 Wetmore Ave., Ste. 10-A  
Everett, WA 98201

 425.257.7115  
425.257.8729 fax

 [everettwa.gov](http://everettwa.gov)

In the future, I believe we could avoid such hostile interactions and misunderstandings by having a conversation. Again, I would welcome meeting with you.

Thank you,



Cassie Franklin, City of Everett Mayor