

# Memo

To: Commissioners

From: Wayne Barnett

Date: November 24, 2020

Re: Merit Leave

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It is up to the Commission to decide what, if any, merit leave I am to be awarded for 2020. The maximum award is six days. There will be no Annual Wage Increase adjustment available for managers in 2021, so that question is not before the Commission this year.

With the office working remotely since mid-March, and no in-person Commission meetings since March 4, this year has been an extraordinarily unusual year. We worked hard to pivot to a virtual office, especially as it dawned on us that this was not to be a short-term problem.

To accomplish budget cuts necessitated by the precipitous decline in tax revenues, we went the entire year without filling the vacant administrative support position, and left the applications developer position vacant for nine months, only filling it in the fourth quarter.

We have worked hard to respond to requests for advice and to complaints in a timely fashion. We have worked hard to offer training and education remotely. We produced the 2020 Video Voters' Guide. We have been laying the groundwork for the Democracy Voucher Program's third outing in 2021.

We saw a dramatic rise in communications this year that I would characterize, not pejoratively or dismissively, as "political" in nature. We heard from many people who believed that elected officials were behaving unethically in their response to the murder of George Floyd by the police, and the ensuing unrest here in Seattle. These complaints came from across the political spectrum. We did our best to educate the public on the Commission's mandate, advising them that these questions are beyond the reach of the Ethics Code. We did not satisfy everyone, but I believe we did our best to preserve confidence in the Commission.