

June 17, 2019

Mayor David O. Earling
City of Edmonds
121 5th Avenue N
Edmonds, Washington 98020

Dear Mayor Earling:

I am submitting my letter of resignation from my job with the City of Edmonds as the Parks, Recreation and Cultural Services Director, effective July 19, 2019. I have felt very supported by you, Mayor, during your eight years in office. I have appreciated our incredible working relationship and have the utmost admiration for your leadership. I have also felt supported by my staff team, the Directors' team, most of the Council, and the community. I think I have had a great tenure of 8.5 years in Edmonds, and have been able to accomplish a lot:

- completion of the Hazel Miller Plaza, Dayton Street Plaza, and Veteran's Plaza
- revitalizing City Park, bringing a spray pad to town, and putting the financial puzzle together for athletic fields both at the former Woodway HS and Meadowdale
- setting a department expectation of robust public processes, and involving the community fully in the Parks Department.

During my tenure I have secured over \$15 million in grants, completed and updated the PROS plan, worked on the acquisition and master planning of Civic Park, progressed on the daylighting of Willow Creek, and collaborated with the Senior Center to put together the waterfront redevelopment project. I have continually tried to improve services to citizens. In addition to providing leadership in the Parks Department, I also led the HR department for five years. I was able to provide guidance, leadership and improve processes to assist the City during this time.

I have thoroughly enjoyed my professional path in Edmonds. I grew up here and Edmonds has a special place in my heart. There are many reasons for my decision.

First, I have accepted the Parks, Recreation and Cultural Services Director position for the City of Redmond. This is a great professional growth opportunity for me that is exciting.

In addition, there seems to be a lot of uncertainty and instability in Edmonds. I know this often happens with the ebb and flow of politics, and I certainly understand and am prepared for that in my role as a municipal leader. This particular time in the political environment in Edmonds seems different to me. The relationship the Council has with the Administration has been impactful to staff, city processes and policies. It is difficult to navigate this and feel a sense of teamwork and security.

A City (both Mayor and Council) is efficient, functional and stable when it has good, robust conversations with each other and with the community, and adopts solid policies and plans that are vetted and are used to guide work. Then, together as a team, we all follow these plans and policies. There seems to be a breakdown in Edmonds right now. It is possible that this will improve after the coming election, but there are a lot of unknowns.

As I leave, the Parks Department is in great shape for a new leader. We have a solid team, incredible

work ethic, and some great projects to look forward to. We are poised to break ground at the waterfront in collaboration with the Senior Center. Civic Park is full speed ahead with the design, and we have a funding plan to break ground next April/May. The gateway sign is being fabricated and will be installed in the Fall. The community garden is very close to being realized. The daylighting of Willow Creek has a lot of community support, and we have a great grant writer who continues to move the project along.

I want to thank you for the opportunity to serve the citizens of Edmonds. The community is amazing! It is with mixed emotions that I am leaving, and Edmonds will always have a special place in my heart.

Sincerely,

Carrie S. Hite