



**City of Lacey, Washington**  
**LEOFF I Disability Board Meeting **Amended\*** Agenda**

Refer to the bottom of the agenda for meeting information.

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Thursday, July 11, 2024

12:15 PM

Council Chambers and Online

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- 1. Call to Order**
- 2. Roll Call**
- 3. Approval of the **\*Amended** Agenda**
- 4. Approval of Meeting Minutes**
  - A. Approval of the minutes of April 11, 2024
- 5. Public Comment - Added to the amended agenda**
- 6. Business Items**
  - A. **Land Acknowledgment Policy**  
Shannon Kelley-Fong, Assistant City Manager
  - B. **Review of LEOFF 1 Claims**  
Jennifer Schaefer, Human Resources Analyst
  - C. **City Email**  
Jennifer Schaefer, Human Resources Analyst
  - D. **Board Member Term Expiration: Bob Cecil (5th term expires May 31, 2024)**  
Jennifer Schaefer, Human Resources Analyst
- 7. Adjourn**

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**Attendance and Public Comment**

**Attend Remote or In-Person**

The public may attend the meeting in-person, or you may view or listen to the meeting using one of the following platforms:

In-Person            Council Chambers at Lacey City Hall

420 College Street SE, Lacey, WA 98503

Zoom: [https://us02web.zoom.us/webinar/register/WN\\_EFYivF8QQilrRgyh8g78w](https://us02web.zoom.us/webinar/register/WN_EFYivF8QQilrRgyh8g78w)  
Website: <https://cityoflacey.org/government/public-meetings/>  
Facebook: <https://www.facebook.com/cityoflacey>  
YouTube: <https://www.youtube.com/watch?v=w0cMHvOy02A>  
Cable: Channel 77 with your local cable provider  
Phone: (888) 788-0099 or (877) 853-5247 (Webinar ID 826 2541 2611)

### **Verbal Public Comment**

Those wishing to provide verbal public comment may do so in-person or by Zoom:

In-Person: Use the sign-up sheet located at the meeting location.

Zoom: Preregister using the following Zoom link no later than two hours prior to the meeting:  
[https://us02web.zoom.us/webinar/register/WN\\_EFYivF8QQilrRgyh8g78w](https://us02web.zoom.us/webinar/register/WN_EFYivF8QQilrRgyh8g78w)

Instructions and access details will be provided once registration is complete.





**LEOFF I DISABILITY BOARD**  
**Meeting Minutes**  
**Meeting: In Person & Remote Attendance**  
**Thursday, April 11, 2024 @12:15-1:45pm**

**MEMBERS PRESENT:**

Ed Sorger, Police Representative  
Ed Pole III, Member  
Council Member Steadman

**STAFF PRESENT:**

Jennifer Schaefer, Human Resources Recruitment Coordinator | LEOFF I HR Liaison

**CALL TO ORDER:**

Council Member Steadman chaired the meeting in Council Member Greenstein’s absence. Chair Steadman welcomed everyone to the April 11, 2024 **LEOFF I Disability Board Meeting**. The meeting was called to order at 12:15m.

Council Member Steadman, Police Representative Sorger, Member-At-Large Pole and LEOFF I HR Liaison Schaefer were present for the meeting.

**APPROVAL OF AGENDA ITEMS:**

Council Member Steadman called for a motion to approve the agenda. Member-At-Large Pole made a motion to approve the agenda. Council Member Steadman seconded. The motion passed unanimously.

**APPROVAL OF MEETING MINUTES FROM JANUARY 11, 2024:**

Council Member Steadman asked if everyone had a chance to review the meeting minutes from January 11, 2024 and requested if any changes should be made. Member-At-Large Pole made a motion to approve the minutes; Council Member Steadman seconded. The motion passed unanimously.

**REPORT OF CLAIMS APPROVED BY HR LIAISON:**

HR Liaison Schaefer reported that there was three claims under the HR Liaisons approval threshold and one invoice received that was previously approved by the board.

- ✓ \$249.00 for dental care.
- ✓ \$254.00 for hearing aide/maintenance.

HR Liaison Schaefer asked if the board had any questions. Member-At-Large Pole asked how many LEOFF I members City of Lacey had. HR Liaison Schaefer confirmed that there are ten total LEOFF I members at the City of Lacey.

Council Member Steadman asked Police Representative asked if there were any additional questions. Police Representative Sorger thanks HR Liaison Schaefer for being on top of LEOFF I items and claims.

**WASLEA CONFERENCE MAY 7-10, 2024:**

HR Liaison reported that the annual WASLEA Conference would be held May 7-10 at Lake Chelan and asked the board if any members planned to attend.



Board members received the email from HR Liaison Schaefer, but noted that they did not plan to attend. Police Representative Sorger noted that the conference is very informative.

**BOARD MEMBER TERM EXPIRATION: BOB CECIL (5<sup>TH</sup> TERM EXPIRES MAY 31, 2024):**

HR Liaison Schaefer noted that Police Representative Cecil's 5<sup>th</sup> term expires May 31, 2024. HR Liaison Schaefer noted that she had not connected with Police Representative Sorger to determine if he was interested in continuing to serve and that if he is, the voting process would be forthcoming.

Member-At-Large Pole asked for the breakdown of law enforcement versus fire fighters at the City of Lacey. HR Liaison Schaefer confirmed that the City of Lacey had police, but that fire was a separate entity.

Member-At-Large Pole asked if the board position would be posted. HR Liaison Schaefer confirmed that if Police Representative Cecil was interested in continuing to serve on the board the position would not be advertised. If Police Representative Cecil resigned the position would be advertised at that point.

Council Member Steadman asked the board to consider implementing the land acknowledgement. Member-At-Large Pole asked if it should be brought to City Council. Council Member Steadman noted that the Council and many boards have adopted a land acknowledgement policy and asked that it be added to the next agenda.

Public Comment: None.

**COUNCIL MEMBER STEADMAN ADJOURNED THE MEETING @12:25PM.**

## **10.08 Land Acknowledgement**

The purpose of this policy is to establish a City of Lacey Land Acknowledgment and provide guidance for City of Lacey employees, volunteers, appointed officials, and elected officials on its use. This policy is subject to change.

### Land Acknowledgements

Land Acknowledgements are rooted in many Indigenous people's practices and cultural protocols in order to recognize other Indigenous peoples whose land one is a guest on.

“It is important to note that this kind of acknowledgement is not a new practice developed by colonial institutions. Land acknowledgement is a traditional custom dating back centuries for many Native communities and nations. For non-Indigenous communities, land acknowledgement is a powerful way of showing respect and honoring the Indigenous Peoples of the land on which we work and live. Acknowledgement is a simple way of resisting the erasure of Indigenous histories and working towards honoring and inviting the truth...”

Duwamish Tribe webpage

A land acknowledgement is a formal statement that recognizes, pays tribute to, expresses gratitude and respect for, affirms the ongoing relationship between indigenous people and the land, and helps raise awareness of the Indigenous histories, perspectives, and experiences — past, present, and future. In addition, Land Acknowledgements:

- Express support for Indigenous communities.
- Raise awareness of histories that led to past and current development of area, including history of dispossession, displacement, colonialization, cultural erasure, broken treaties, etc.
- Recognize the positive impacts of indigenous history and culture on the greater community.
- Are a first step to inspire more action and better relationships indigenous people.
- Are not intended to be a performative act.
- Are ceremonial in nature and do not carry any legal authority.

The City's Land Acknowledgement was reviewed by members of the Nisqually Indian Tribe. In adopting a local land acknowledgement, the City is not taking a position on the status of federal recognition for any tribe. The City recognizes that land acknowledgements are powerful statements and that these statements are most meaningful when paired with authentic and sustained relationships with Indigenous communities.

### City of Lacey Land Acknowledgement

We acknowledge the ancestral land we are on today as the traditional territory of the Tribal People of the Treaty of Medicine Creek, signed in 1854, including the Nisqually Indian Tribe and Squaxin Island Tribe.

We acknowledge, remember, and must not forget those Tribal People that are named but not recognized today, and who were absorbed or relocated into other tribes for survival. We recognize the ancestors and their descendants who are still here.

We acknowledge, Indigenous People who called the land home before the arrival of settlers and have been here Since Time Immemorial.

We recognize the relationship that exists between Indigenous People and their traditional territories, which include the religious significance, self-determination, identity, and economic factors. The relationship helps all people heal from the past and learn how not to inflict new wounds today.

We recognize and respect Indigenous People as traditional stewards of this land, and acknowledge the Tribal Governments and their role today in taking care of these lands.

We recognize that this land acknowledgement, and the Nisqually-Lacey Accord of 2011, are small steps toward true allyship. We commit to partnering with the Tribal People of the Treaty of Medicine Creek to continue to uplift the voices, experience, and histories of indigenous people of this land and beyond.

We recognize and have the responsibility to call attention to the histories of dispossession, forced removal, and abridged treaty rights that allowed our nation, state, and city to develop as it has today.

We recommend that community members read the Medicine Creek Treaty of 1854.

#### *City of Lacey Abbreviated Land Acknowledgement*

We [or insert object, e.g., “This Marker is”] are on the ancestral land of the Tribal People of the Treaty of Medicine Creek, including the Nisqually Indian Tribe and Squaxin Island Tribe. We acknowledge, and remember those Tribal People not recognized today who were absorbed or relocated into other tribes for survival. We recognize the ancestors and their descendants who are still here. We recognize and respect the Tribal People of the Treaty of Medicine Creek as the traditional stewards of this land since time immemorial and their role today in taking care of these lands in perpetuity. We recognize and have the responsibility to call attention to the histories of dispossession, forced removal, and abridged treaty rights that allowed our nation, state, and city to develop as it has today. We recommend that community members read the Medicine Creek Treaty of 1854.

#### Land Acknowledgement Use

The above Land Acknowledgements may be used:

3. To open City meetings, events, or programming;
4. As part of City plans, reports and other adopted documents; and
5. On City signage, markers, maps, and other materials.

Guidelines for use of the Land Acknowledgment is provided below. Please contact the City Manager’s Office if you are planning to use the Land Acknowledgement for uses #2 and #3.

#### 1. City Meetings, Events or Programming

For City Council meetings, the full or abbreviated Land Acknowledgement should:

1. Be printed on every Regular and Special Council meeting agenda, and
2. Read out loud at Council meetings where appropriate, as determined by the Mayor or presiding officer.

Additionally, the Land Acknowledgement may be used at the beginning of meetings or other events hosted by the City. Such meetings could include, but are not limited to:

3. City staff meetings;
4. City Advisory Board or Commission meetings;
5. Community meetings hosted by the City, such as town halls, open houses, focus groups, or similar;
6. Ceremonial events, such as ribbon-cuttings; and
7. City events, such as large-scale Parks, Culture, and Recreation events.

It is not recommended to assert or suggest using the Land Acknowledgement for meetings or events hosted by other organizations.

Recommendations for Use at City Meetings or Events:

1. The full or abbreviated Land Acknowledgement should be read at the beginning of meetings or events.
2. Keep the introduction of the Land Acknowledgement simple and direct:  
“To start this meeting/event, I would like to read the City’s adopted Land Acknowledgment statement...”
3. Best practice guidance from Indigenous People is that you speak from your heart when reading the Land Acknowledgement, do not make the reading performative.
4. Do not include other announcements about social, political, or City initiatives alongside the Land Acknowledgement. The Land Acknowledgement should be and feel separate from any other announcements.

If anyone at a City meeting or event has a question or concern about the use of the Land Acknowledgement, they can refer to the City’s website [www.CityofLacey.org/LandAcknowledgement](http://www.CityofLacey.org/LandAcknowledgement) and/or the City’s Manager Office.

## 2. City Plans, Reports and Other Adopted Documents

The full text of the Land Acknowledgement can be added to the beginning of City Plans, Reports and Other Adopted Documents. In this context, “Adopted Documents” is defined as policy documents that are adopted by the Council.

For such documents, the full text of the Land Acknowledgement should be used with the footer:

“Visit [www.CityofLacey.org/LandAcknowledgement](http://www.CityofLacey.org/LandAcknowledgement) for more information.”

As some documents have pages that are intentionally left blank, the Land Acknowledgement should appear on the first page that has text after the cover page. The Land Acknowledgement should appear before all other text elements. No visual or graphics should accompany or be integrated into the Land Acknowledgement text. The Land Acknowledgement should be set in the same font as other text in the document. Italics may be used at the author’s discretion.

### 3. Signage, Markers, Maps, and Other Materials.

The full or abbreviated Land Acknowledgement can be added to printed City signage, markers, maps, and other materials.

For such a use, when possible, the full Land Acknowledgement should be used, with the following footer:

“Visit [www.CityofLacey.org/LandAcknowledgement](http://www.CityofLacey.org/LandAcknowledgement) for more information.”

With projects with space limitations that prevent the use of the full Land Acknowledgement, the abbreviated Land Acknowledgement should be used, with the following footer:

“Visit [www.CityofLacey.org/Land Acknowledgement](http://www.CityofLacey.org/Land Acknowledgement) for more information.”

No visual or graphic should accompany or be integrated into the Land Acknowledgement text. The Land Acknowledgement should be set in the same font as other text in the document. Italics may be used at the author’s discretion.

#### Land Acknowledgement on City Webpages

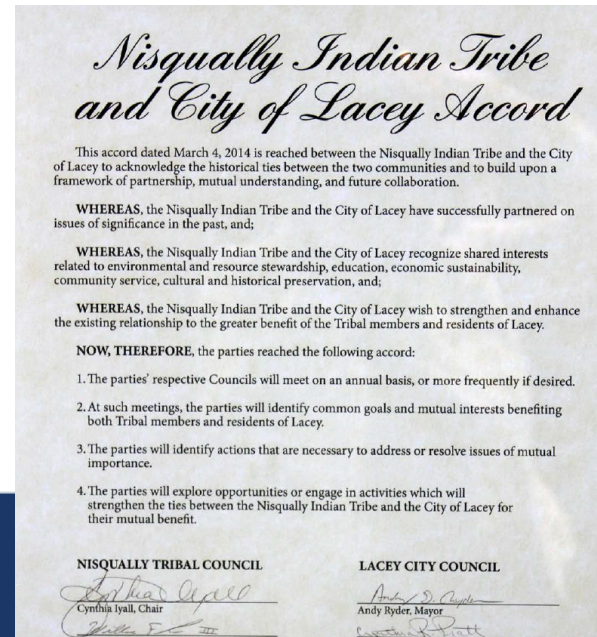
A link to the Land Acknowledgement webpage should be made available on the top banner of the City website and other City operated websites. Given the presence of this link, there is no need to include the Land Acknowledgement on specific projects, programs, or other webpages. A link to the Medicine Creek Treaty of 1854 will be provided on the Land Acknowledgement page.

# Land Acknowledgement Policy



# Mutual Accord

- **March 4, 2014:** The Lacey City Council and the Nisqually Tribal Council signed the Nisqually Indian Tribe and City of Lacey Accord.
- Acknowledges the partnership and mutual interests shared between the City and the Nisqually Indian Tribe.
- Provides a framework for future meetings and collaboration.
- Nisqually Indian Tribe presented the City a carved totem pole - located in the front entrance lobby of City Hall.
- A rededication ceremony occurred on July 9, 2015.



# Land Acknowledgements

**History:** Rooted in many Indigenous people's practices and cultural protocols.

**Duwamish Tribe webpage** (*emphasis added*):

“It is important to note that this kind of acknowledgement is not a new practice developed by colonial institutions. Land acknowledgement is a traditional custom dating back centuries for many Native communities and nations. For non-Indigenous communities, land acknowledgement is a powerful way of showing respect and honoring the Indigenous Peoples of the land on which we work and live.

**Acknowledgement is a simple way of resisting the erasure of Indigenous histories and working towards honoring and inviting the truth...**”



## How to Make a Land Acknowledgement

*Learning the importance of honoring and acknowledging the land on which you live, work and play.*

If you are looking to make your own land acknowledgement, please use this example to construct your own:

*“I would like to acknowledge that we are on the traditional land of the first people of Seattle, the Duwamish People past and present and honor with gratitude the land itself and the Duwamish Tribe.”*

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# Land Acknowledgements

## Purpose:

- Recognize and respect Indigenous communities;
  - Provide support for Indigenous communities;
  - Continue to build strong and authentic relationships with Indigenous communities;
  - Bring awareness of histories that led to past and current development of an area, including history of dispossession, displacement, colonialization, cultural erasure, broken treaties, etc.;
  - Recognize Indigenous history, culture, and positive impacts on the greater community; and
  - Used as a step to inspire more action and better relationships.
- 
- Not a performative act



# Land Acknowledgement Policy

Adopted September 21, 2023

## 10.08 Land Acknowledgement

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We recommend that community members read the [Medicine Creek Treaty of 1854](#).



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