



City of Lacey, Washington
City Council Retreat Meeting Minutes
Expo Center, Thurston County Fairgrounds
Thursday, June 27, 2024
8:30 a.m. – 3:45 p.m.

Council Present

Mayor Andy Ryder
Deputy Mayor Malcolm Miller
Councilmember Lenny Greenstein
Councilmember Michael Steadman
Councilmember Carolyn Cox (excused at 3:45 p.m.)
Councilmember Robin Vazquez
Councilmember Nicolas Dunning

Staff Present

Rick Walk, City Manager
Shannon Kelley-Fong, Assistant City Manager
Robert Almada, Chief of Police
Jennifer Burbidge, Parks, Culture and Recreation
Vanessa Dolbee, Community and Economic Development Director
Scott Egger, Public Works Director
Leialani Su'e, Human Resources Director
Troy Woo, Finance Director
Nicole Williams, City Manager Executive Assistant
Elissa Fontaine, City Clerk

Guests Present

Nancy Campbell, Facilitator

INTRODUCTIONS

The retreat was called to order at 8:30 a.m.

Mayor Ryder provided introductions and a welcoming message. Nancy Campbell was introduced and provided a brief professional history, including experience and qualifications as a meeting facilitator.

The purpose of the retreat is to confirm the strategic direction of the City of Lacey. Session objectives included:

- Affirm shared mission, vision and beliefs
- Review and assess current workplan priorities
- Increase understanding of City financials and staff resources
- Develop 2025-2026 City priorities
- Review Council work structure
- Clarify roles of the legislative and executive branches

The agenda was highlighted and the scope of priorities were discussed.

FACILITATOR ROLE

Campbell reviewed the facilitator role and outlined the benefit of having an outside perspective.

OPENING EXERCISE

Council and staff participated in an exercise to promote networking and collaboration of the Council and Executive Team roles.

INTERVIEW FEEDBACK

Campbell presented feedback received from individual discussions with Councilmembers, and applauded the overall support of each other and staff.

The presentation continued to review in detail, issues raised; future priorities; challenges; and areas for improvement. Discussion ensued.

OPERATING RULES

Campbell highlighted the operating rules, principles and roles for the retreat.

ACCOMPLISHMENTS

Council and staff participated in documenting accomplishments from 2023, into 2024.

VISION, MISSION AND VALUES REVIEW

Council participated in a workshop to re-envision the City's vision, mission and values, as it has not been updated since the 1990's.

WORKPLAN GOALS AND PRIORITY REVIEW

Council participated in a workshop to review the priorities set in the workplan.

BUDGET PRESENTATION

Woo presented on the current budget and financial forecast. Discussion surrounding revenue opportunities and limitations ensued.

2025-2026 PRIORITIES

Council participated in an exercise to list 2025-2026 priorities. The priorities were grouped by theme and department services. Discussion ensued.

COUNCIL MEETING AND AGENDA SETTINGS

Due to time limitations, this agenda item was not discussed.

ROLE REVIEW

Due to time limitations, this agenda item was not discussed.

APPRECIATIONS AND CLOSE

Council and staff expressed individualized gratitude and appreciations. The retreat was adjourned at 4:07 p.m.

Minutes approved August 6, 2024.