



City Council Regular Meeting Agenda

Refer to the bottom of the agenda for meeting information.

Tuesday, October 21, 2025

6:00 PM

Council Chambers and Online

1. Call to Order

2. Roll Call

3. Pledge of Allegiance

4. Land Acknowledgement

We, the City of Lacey, 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 they have today. We recommend that community members read the Medicine Creek Treaty of 1854.

5. Approval of Agenda and Consent Agenda Items

- A. Worksession minutes of September 23, 2025
- B. Council dinner meeting minutes of October 7, 2025
- C. Council minutes of October 7, 2025
- D. Approval of payment of claims, wages, and transfers for September 29 through October 10, 2025
- E. Accept Transportation Benefit District Annual Report
- F. City Manager Employment Agreement Amendment

6. Public Recognitions and Presentations

- A. **Lacey Youth Council Report**
Sadie Siglin, Management Analyst

7. Proclamations

- A. **Walk to School Month**
Kerri Wilson, Intercity Transit
Angela Brooks, North Thurston Public Schools

B. Domestic Violence Awareness Month

Jonquil Chavez, Family Support Center of South Sound, Victim Advocate for the City of Lacey

8. Public Comment

Refer to the bottom of the agenda for instructions on how to provide public comment.

9. Mayor's Report

10. City Manager's Report

A. 2026 Budget Presentation

Rick Walk, City Manager

11. Council Reports

A. Mayor Andy Ryder:

1. Mayors' Forum
2. Thurston Chamber Shared Legislative Committee
3. Transportation Policy Board (TPB)

B. Deputy Mayor Malcolm Miller:

1. Economic Development Council (EDC)
2. Lodging Tax Advisory Committee (LTAC)
3. Thurston County Coalition Against Trafficking (TCCAT)
4. Joint Animal Services Commission (JASCOM)

C. Councilmember Lenny Greenstein:

1. Emergency Medical Services (EMS)
2. TCOMM911
3. Opioid Abatement Council Independent Subcommittee

D. Councilmember Michael Steadman:

1. Nisqually River Council
2. Thurston County Law & Justice Council

E. Councilmember Carolyn Cox:

1. LOTT Clean Water Alliance
2. Regional Housing Council
3. Intercity Transit Authority

F. Councilmember Robin Vazquez:

1. Thurston Climate Mitigation Collaborative
2. Thurston Regional Planning Council (TRPC)

G. Councilmember Nicolas Dunning:

1. Thurston Thrives

2. Solid Waste Advisory Committee (SWAC)
3. Olympia-Lacey-Tumwater Visitor & Convention Bureau (VCB)
4. Olympic Region Clean Air Agency (ORCAA)

12. Adjourn

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_6pA8WOTkSECGB4Ivo3kp1Q
Website:	https://cityoflacey.org/government/public-meetings/
Facebook:	https://www.facebook.com/cityoflacey
YouTube:	https://www.youtube.com/watch?v=4W5soo7e5HU
Cable:	Channel 77 with your local cable provider
Phone:	(888) 788-0099 or (877) 853-5247 (Webinar ID 873 1169 3196)

Verbal Public Comment

Each speaker is limited to three minutes. Comments are welcome on matters connected to City business or specific agenda items.

Prior to starting your comments, please provide your:

- a. Name
- b. City of residence or connection to the City
- c. Topic or subject matter of your comments

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

In-Person:	Use the sign-up sheet located in the Council Chambers.
Zoom:	Preregister using the following Zoom link no later than two hours prior to the meeting: https://us02web.zoom.us/webinar/register/WN_6pA8WOTkSECGB4Ivo3kp1Q

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

Written Public Comment

Public comments may also be submitted by email to PublicComment@cityoflacey.org. The commenting period will close two hours before the meeting time. Written comments will be provided to the City Council electronically prior to the meeting. Comments will not be addressed during the Council meeting; however, comments received will be added to the official record.



Lacey City Council Worksession Minutes

Tuesday, September 23, 2025

Council Chambers and Online

1. Call to Order

Deputy Mayor Miller called the meeting to order at 6:00 p.m.

2. Roll Call

Council Present

Deputy Mayor Malcolm Miller
Councilmember Michael Steadman (remote)
Councilmember Carolyn Cox
Councilmember Robin Vazquez
Councilmember Nicolas Dunning

Council Excused

Mayor Andy Ryder
Councilmember Lenny Greenstein

Staff Present

Rick Walk, City Manager
Shannon Kelley-Fong, Assistant City Manager
Dave Schneider, City Attorney
Jennifer Burbidge, Parks, Culture, and Recreation Director
Ty Keltner, Communications Manager
Paul J. White, Deputy City Clerk

3. Land Acknowledgement

Deputy Mayor Miller presented the abbreviated Land Acknowledgement.

4. Approval of the Agenda

Councilmember Dunning moved to approve the agenda. Councilmember Vazquez seconded. The motion carried.

5. Public Comment

One (1) person signed up to speak at the meeting.

Cortni Holthaus, Tumwater resident, commented on endurance, litigation, and Post-Traumatic Stress Disorder.

No one registered to speak remotely, and there were no written public comments.

6. Agenda Items

A. Lacey Parks, Culture & Recreation Fundraising Plan

Jen Burbidge, Lacey Parks, Culture & Recreation Director

Jennie Foglia Jones, Lacey Community Foundation

Burbidge provided an overview of the City's Parks, Culture, and Recreation programs, services, and capital needs, and emphasized the importance of diversifying and increasing revenue streams and funding options. Funding strategy elements were summarized and the community's capacity for fundraising efforts was discussed. Foglia-Jones outlined fundraising projections, contribution levels, activities, and key performance indicators. A communications plan for fundraising and next steps was outlined.

B. Community Survey Results

Ty Keltner, Communications Manager

Shannon Kelley-Fong, Assistant City Manager

Keltner presented outcomes of the 2025 Community Survey, administered by mail in multiple languages by consultant Polco. Survey methodology, benchmarking, and categories of information collected were summarized. Key takeaways were noted, including community strengths and areas identified for improvement. Demographic data was analyzed in relation to the City's Diversity, Equity, Inclusion, and Belonging Strategic Plan. Discussion on the survey's statistical validity and application ensued. The next community survey is planned for 2027.

C. Community and Cultural Event Grant

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong presented proposals for a Community and Cultural Event Grant program and policy. The program's alignment with the Diversity, Equity, Inclusion, and Belonging Strategic Plan was outlined. An initial allocation of \$25,000 is proposed for 2026 to promote community celebrations, with lodging tax funding discussed as a potential resource. Similar established grant programs include the neighborhood matching and human services grant programs. Kelley-Fong presented example programs and described the proposed review, approval, and reporting process. Eligibility and acceptable fund uses were summarized.

D. Metropolitan Park District Debrief

Jen Burbidge - Parks, Culture & Recreation Director

Burbidge summarized the metropolitan park district ballot measure, which failed to pass the August 5, 2025 election. Burbidge reminded Council that a dedicated and sustainable funding source is needed to maintain facilities and programs.

Burbidge asked Councilmembers to share their opinion on the position of Parks, Culture, and Recreation funding in the City's priorities, whether to pursue a public funding option for parks, and how to meet the community's needs with an aging park system. Discussion ensued.

7. Adjourn

Deputy Mayor Miller adjourned the meeting at 7:49 p.m.

DRAFT



Lacey City Council Informational Dinner Meeting Minutes

Tuesday, October 7, 2025

Lacey City Hall, Community Room

1. Call to Order

Mayor Ryder called the meeting to order at 4:33 p.m.

2. Roll Call

Council Present

Mayor Andy Ryder

Deputy Mayor Malcolm Miller

Councilmember Lenny Greenstein

Councilmember Michael Steadman

Councilmember Carolyn Cox

Councilmember Robin Vazquez (present after 4:38 p.m.)

Councilmember Nicolas Dunning

Staff Present

Rick Walk, City Manager

Elissa Fontaine, City Clerk

3. Land Acknowledgement

Mayor Ryder presented the abbreviated Land Acknowledgement.

4. Approval of the Agenda

Deputy Mayor Miller moved to approve the agenda. Councilmember Steadman seconded. The motion carried.

5. Discussion on Local and Regional Matters

Discussion ensued on the following topics:

1. FIFA Fan Festival Update
2. Opioid Abatement Council

3. Recent Visitor Convention Bureau correspondence
4. JASCOM Budget
5. Maple Court Update
6. Annexation Impacts
7. Council 2026 Retreat planning

No final action was taken per Lacey City Council Policies and Procedures, Chapter 7.01

6. Adjourn

Mayor Ryder adjourned the meeting at 5:46 p.m.



City Council Regular Meeting Minutes

Tuesday, October 7, 2025

Council Chambers and Online

1. Call to Order

Mayor Ryder called the meeting to order at 6:00 p.m.

2. Roll Call

Council Present

Mayor Andy Ryder
Deputy Mayor Malcolm Miller
Councilmember Lenny Greenstein (remote)
Councilmember Michael Steadman
Councilmember Carolyn Cox
Councilmember Robin Vazquez
Councilmember Nicolas Dunning

Staff Present

Rick Walk, City Manager
Shannon Kelley-Fong, Assistant City Manager
Dave Schneider, City Attorney
Jamie Oakland, Parks Maintenance Supervisor
Linsey Fields, Climate and Sustainability Coordinator
Sarah Allison, RRT Maintenance Assistant
Hayden Mitchell, RRT Maintenance Assistant
Elissa Fontaine, City Clerk

3. Pledge of Allegiance

Mayor Ryder led the flag salute.

4. Land Acknowledgement

Mayor Ryder presented the abbreviated Land Acknowledgement.

5. Approval of Agenda and Consent Agenda Items

- A. Worksession Minutes of August 26, 2025
- B. Dinner Meeting Minutes of September 2, 2025
- C. Council Minutes of September 2, 2025
- D. Worksession Minutes of September 9, 2025
- E. Council Minutes of September 16, 2025
- F. Payment of claims, wages, and transfers for August 26, 2025, through September 26, 2025.

Councilmember Vazquez moved to approve the agenda and consent agenda. Councilmember Cox seconded. The motion carried.

6. Public Comment

Verbal Public Comment

Two (2) people signed up to speak at the meeting.

Pete Muschke, Lacey resident, commented on the proposed low-income housing project at 5025 Mullen Road SE.

Kris Booth, Lacey resident, commented on the proposed low-income housing project at 5025 Mullen Road SE.

Written Public Comment

Two (2) written public comment(s) were received.

7. Ordinances

A. Ordinance 1684: Amend LMC Chapter 2.04 - City Council Meetings

Elissa Fontaine, City Clerk

Fontaine presented Ordinance 1684 amending the Lacey Municipal Chapter (LMC) 2.04. The proposed update addresses regular Council Meetings that fall on general or primary election days, or an observed holiday, be scheduled for the preceding Monday. The proposed update also includes adding Council Informational Dinner Meetings to the LMC.

Councilmember Dunning moved to adopt Ordinance 1684 as presented. Councilmember Vazquez seconded. The motion carried.

8. Resolutions

A. Resolution 1174: Amend City Council Policy and Procedure Section 7.01 - Meetings

Elissa Fontaine, City Clerk

Fontaine presented Resolution 1174, updating Section 7.01 of the Council Policies and Procedures. The proposed update outlines regular Council Meetings that fall on general or primary election days, or an observed holiday, would be scheduled for the preceding Monday.

Deputy Mayor Milled moved to adopt Resolution 1174 as presented. Councilmember Dunning seconded. The motion carried.

B. Resolution 1175: Amend Resolution 1173 - Permit Fee Update

Dave Schneider, City Attorney

Vanessa Dolbee, Community and Economic Development Director

Schneider presented Resolution 1175, amending Resolution 1173, which addressed unintended administrative errors, clarified fee calculations and added new land use fees. However, Resolution 1173 did not include the clarity needed to ensure fees are calculated and applied consistently year after year. Resolution 1175 provides two amendments to provide the necessary clarity.

Councilmember Steadman moved to adopt Resolution 1175 as presented. Councilmember Dunning seconded. The motion carried.

9. Mayor's Report

No reports were provided.

10. City Manager's Report

A. Public Works Rapid Response Team Annual Report

Jamie Oakland, Parks Maintenance Supervisor

Oakland presented the RRT annual report. The City has a 3-prong approach to community outreach; the Mobile Outreach Team (MOT), the Rapid Response Team (RRT), and the Community Resource Unit (CRU). The RRT assists the CRU with the collection and cleanup of abandoned camps, roadside cleanup, graffiti removal, collection and sanitation of abandoned shopping carts, sanitation of public spaces and debris removal.

Oakland recognized Hayden Mitchell and Sarah Allison, Rapid Response Team Members, for their extraordinary life-saving efforts of a community member.

B. Public Works Rapid Response Team Recognition

Rick Walk, City Manager

Mitchell and Allison were presented with City Manager's Commendation Certificates and Outstanding Service Awards by Walk and Council for their live-saving efforts of a community member.

C. Community and Cultural Event Grant Program

Shannon Kelley-Fong, Assistant City Manager

Kelley-Fong presented the draft Community and Cultural Event Grant Program, a program designed to amplify and celebrate additional community events and cultural celebrations. Discussion ensued. A majority of Council expressed support for the program to be included as presented as part of the 2026 Budget.

D. Energize Thurston Program Results

Linsey Fields, Climate and Sustainability Coordinator

Fields presented the results of the Energize Thurston Campaign. The campaign officially launched on March 3, 2025. Thurston County and the Cities of Lacey, Olympia, Tumwater, and Tenino partnered to provide subsidies for the purchase and installation of heat pump heaters and heat pump water heaters. The City utilized \$418,000 of HEAR grant funding to provide full and partial subsidies for 35 income-qualified Lacey residents.

11. Council Reports

A. Mayor Andy Ryder:

1. Mayors' Forum
2. Thurston Chamber Shared Legislative Committee
3. Transportation Policy Board (TPB)

Mayor Ryder did not provide any reports.

B. Deputy Mayor Malcolm Miller:

1. Economic Development Council (EDC)
2. Lodging Tax Advisory Committee (LTAC)
3. Thurston County Coalition Against Trafficking (TCCAT)
4. Joint Animal Services Commission (JASCOM)

Deputy Mayor Miller provided a report from the EDC.

C. Councilmember Lenny Greenstein:

1. Emergency Medical Services (EMS)
2. TCOMM911
3. Opioid Abatement Council Independent Subcommittee

Councilmember Greenstein provided a report from the Opioid Abatement Council Independent Subcommittee.

D. Councilmember Michael Steadman:

1. Nisqually River Council
2. Thurston County Law & Justice Council
3. Olympic Region Clean Air Agency (ORCAA)

Councilmember Steadman provided a report from the Thurston County Law & Justice Council.

E. Councilmember Carolyn Cox:

1. Lacey-Olympia-Tumwater-Thurston Clean Water Alliance (LOTT)
2. Regional Housing Council
3. Intercity Transit Authority

Councilmember Cox provided reports from the Intercity Transit Authority and the Regional Housing Council.

F. Councilmember Robin Vazquez:

1. Thurston Climate Mitigation Collaborative (TCMC)
2. Thurston Regional Planning Council (TRPC)

Councilmember Vazquez provided a report from the Thurston Regional Planning Council.

G. Councilmember Nicolas Dunning:

1. Thurston Thrives
2. Solid Waste Advisory Committee (SWAC)
3. Olympia-Lacey-Tumwater Visitor & Convention Bureau (VCB)

Councilmember Dunning provided a report from the VCB.

12. Adjourn

Mayor Ryder adjourned the meeting at 7:22 p.m.



LACEY CITY COUNCIL MEETING

October 21, 2025

SUBJECT: Disbursement Approval

RECOMMENDATION: By motion, approve payment of claims, wages, and transfers.

STAFF CONTACT: Troy Woo, Finance Director *TW*
Alix Turcotte, Senior Accountant *AT*
Carrie Bode, Accounting Technician *CB*

ORIGINATED BY: Finance Department

BACKGROUND:

The action requested of the City Council is by motion to approve payment of claims, wages and transfers for 9/29/2025 through 10/10/2025. The disbursements consist of the following:

Checks:	<u>Week of</u>	<u>Beg. Check No.</u>	<u>End. Check No.</u>	<u>Amount</u>
	*9/30/2025	281492	281496	4,594.82
	10/3/2025	281497	281616	2,732,845.48
	10/10/2025	281617	281704	257,141.21

Electronic Transfers:	<u>Week of</u>	<u>Amount</u>
	9/29/2025	69,954.43
	*9/30/2025	21,746.10
	*9/30/2025	1,966,520.79
	*9/30/2025	566.60
	*10/1/2025	872.34
	10/3/2025	468,105.82
	10/3/2025	177.74
	10/6/2025	178,773.08
	10/7/2025	9,311.78
	10/7/2025	41.31
	10/10/2025	922,241.35

Payroll:	<u>Month End</u>	<u>Wages</u>
	*9/30/2025	2,307,398.73

*Disbursements for employee out-of-pocket deductions and employee benefits.

Significant Disbursements:

<u>Vendor</u>	<u>Amount</u>	<u>Description</u>
Olympia-CARPF	\$ 69,954.43	September 2025 CARPF
LOTT Wastewater Alliance	\$ 420,076.94	September 2025 Reserve Capacity
LOTT Wastewater Alliance	\$ 1,405,154.38	September 2025 ERU's
North Thurston Public Schools	\$ 443,039.20	September 2025 Impact Fees
Parametrix, Inc.	\$ 58,605.81	College St Phase 3
Parametrix, Inc.	\$ 92,163.27	PD Station Construction Services
Prospect Construction, Inc.	\$ 216,515.44	Lift Station 3 Replacement
Superior, LLC	\$ 184,934.98	Annual Maintenance
Department of Revenue	\$ 178,773.08	September 2025 Excise Taxes
Hammersley Contracting, LLC	\$ 145,558.61	Woodland Creek Community Park
John Deere Financial FSB	\$ 150,357.53	Tractor/Replace Tractor
Midway Underground, LLC	\$ 393,982.53	Greg Cuoio Park – Phase 1A
DM Park Ventures	\$ 95,486.95	Plan check fees refund



LACEY CITY COUNCIL MEETING

October 21, 2025

SUBJECT: Transportation Benefit District – 2024 Annual Report

RECOMMENDATION: Approve the “TBD 2024 Annual Report” for publishing.

STAFF CONTACT: Rick Walk, City Manager *RW*
Scott Devlin, Acting Director of Public Works *SD*
Aubrey Collier, P.E., S.E., City Engineer *AC*
Martin Hoppe, P.E., Transportation Manager *MH*
Brian Petrin, Transportation Engineer *BP*

ORIGINATED BY: Public Works Department

ATTACHMENTS: 1. Transportation Benefit District – 2024 Annual Report

FISCAL NOTE: None.

WORK PLAN GOAL AND STRATEGY: Quality Transportation & Infrastructure

PRIOR REVIEW: Council Worksession – October 14, 2025

BACKGROUND:

A Transportation Benefit District (TBD) is an independent taxing district created by the city to fund local transportation improvements by imposing special taxes or fees, like vehicle license fees or a portion of a sales tax.

Regarding governance of the TBD, the 2015 Legislature included within its transportation funding bill a number of changes to the laws governing TBDs. Section 301 of 2ESSB 5987 provides *that a City, in which a transportation benefit district has been established pursuant to RCW 36.73 and the boundaries coterminous with the boundaries of the City, may by ordinance or resolution assume the rights, powers, functions and obligations of the TBD.* Assumption of the TBD by the City Council would abolish the Board of the TBD, eliminate the need for separate insurance coverage, eliminate the need to post separate meeting notices and record separate minutes and generally provide for more efficient governance of the TBD by the Lacey City Council.

On January 28, 2016, the Lacey City Council passed Ordinance No. 1485 establishing a Transportation Benefit District (TBD) as authorized by RCW 35.21.225 subject to the provisions of RCW 36.73.

On February 11, 2016, the Lacey City Council passed Ordinance No. 1486 relating to the assumption of the rights, powers, functions and obligations of the Lacey TBD establishing the City Council as the governing body of the TBD. Regarding Council authority, RCW 36.73.020(2) states... "Transportation improvements shall be administered and maintained as other public streets, roads, highways, and transportation improvements."

City Council reviewed funding options, and determined that a sales tax increase would be the least impact to Lacey residents, while also providing more funding compared to other options.

On February 14, 2017, Lacey voters approved the 0.2% sales tax increase proposed by the City's TBD as allowed by RCW 82.14.0455. The revenues generated by this measure are dedicated to fund street maintenance projects. The tax increase came into effect in July 2017 and expires after 10 years.

The Revised Code of Washington (RCW) 36.73.160(2) states that a district shall issue an annual report indicating the status of transportation improvement costs, expenditures, revenues, and construction schedules to the public and to newspapers of record within the district.

NEXT STEPS:

Option 1: Approve the 2024 TBD Report to be posted on the city website and newspaper of record pursuant to RCW 36.73.160(2). This option is recommended by staff.

Option 2: Reject the 2024 TBD Report and provide direction on additional elements to consider. This is not recommended by staff.



City of Lacey Transportation Benefit District 2024 Annual Report

Date: October 14th, 2025

Department: Public Works Department

Address: 420 College Street SE
Lacey, WA 98503

Contact: Brian Petrin

Phone: (360) 493-2417

Email: Brian.Petrin@cityoflacey.org

<https://cityoflacey.org/>

Summary

Remarks:

The City of Lacey is pleased to present the *2024 Annual Report* pertaining to its Transportation Benefit District (TBD). This report provides a summary of 2024 revenues and expenditures associated with TBD funds along with project schedule updates. All revenues and expenditure summaries within this report reflect the activity between January 1st and December 31st of 2024.

Background:

The Lacey City Council created the Lacey Transportation Benefit District, a quasi-municipal taxing jurisdiction, authorized by State law to fund street maintenance. Lacey voters approved a sales tax increase of 0.2% (two-tenths of one percent) for a period of ten years to fund street maintenance projects within City limits. Revenues collected from this additional sales tax levy are held in separate accounts and used only for authorized street maintenance projects.

Governance:

The Lacey TBD was originally established in January 2016, with the City Council acting as the Governing Board. It is the responsibility of the Board to oversee the activities, expenditures, and revenues related to the TBD. All business associated with the TBD shall be managed by the Board during regular City Council meetings.

Purpose:

City street infrastructure is aging and funding is needed for street and sidewalk improvements. Transportation infrastructure is one of the City's most valuable investments and deferred maintenance drives repair costs higher. State and Federal funding for maintenance and preservation of the City's streets has been reduced in recent years; and while these revenues have decreased, costs continue to rise. The Lacey TBD was established in order to provide the resources required for the City to adequately preserve and maintain its inventory of streets and sidewalks.

Statute(s):

The Revised Code of Washington (RCW) 36.73.160(2) states that a district shall issue an annual report indicating the status of transportation improvement costs, expenditures, revenues, and construction schedules to the public and to newspapers of record within the district.

Completed Projects

Project Year	Project Type	Lane Miles	HMA Tons \$/Ton	Slurry SY \$/SY	Sidewalk SY	Crack Seal LF	TBD Funds
2017	Overlay ¹	0.27	175 TN \$105	0	0	0	\$0.05M
2018	Overlay, Reconstruction	3.56	5,477 TN \$127	0	17	0	\$2.15M
2019	Overlay ² , Selective Dig-outs, Sidewalk	11.74	15,881 TN \$111	0	1137 52 Curb Ramps	0	\$1.73M
2020	Reconstruction, Widening, Patch Repair	2.67	7,640 TN \$84	0	0	0	\$1.44M
2021	Reconstruction, Slurry Seal, Sidewalk ³	6.90 14.88	19,360 TN \$96	152,550 SY \$2.25	1560 ³	0	\$4.19M
2022	Overlay, Reconstruction, Sidewalk ³	5.70	11,725 TN \$119	0	2606	0	\$3.77M
2023	Reconstruction ¹ , Crack Seal ³	9.42 11.48	28,890 TN \$105	0	0	154,915	\$6.97M
2024	Reconstruction & Overlay	2.48	4,793 TN \$137	0	0	0	\$2.48M
	GRAND TOTAL	69.10					\$22.78M

1 Section of the project was a Utility project, the Utility paved a portion of the roadway, TBD paved the remainder.

2 Project was jointly funded with a federal transportation grant

3 Project carried over into next fiscal year

See Figure 1 TBD Fund Project Map on Pg. 3

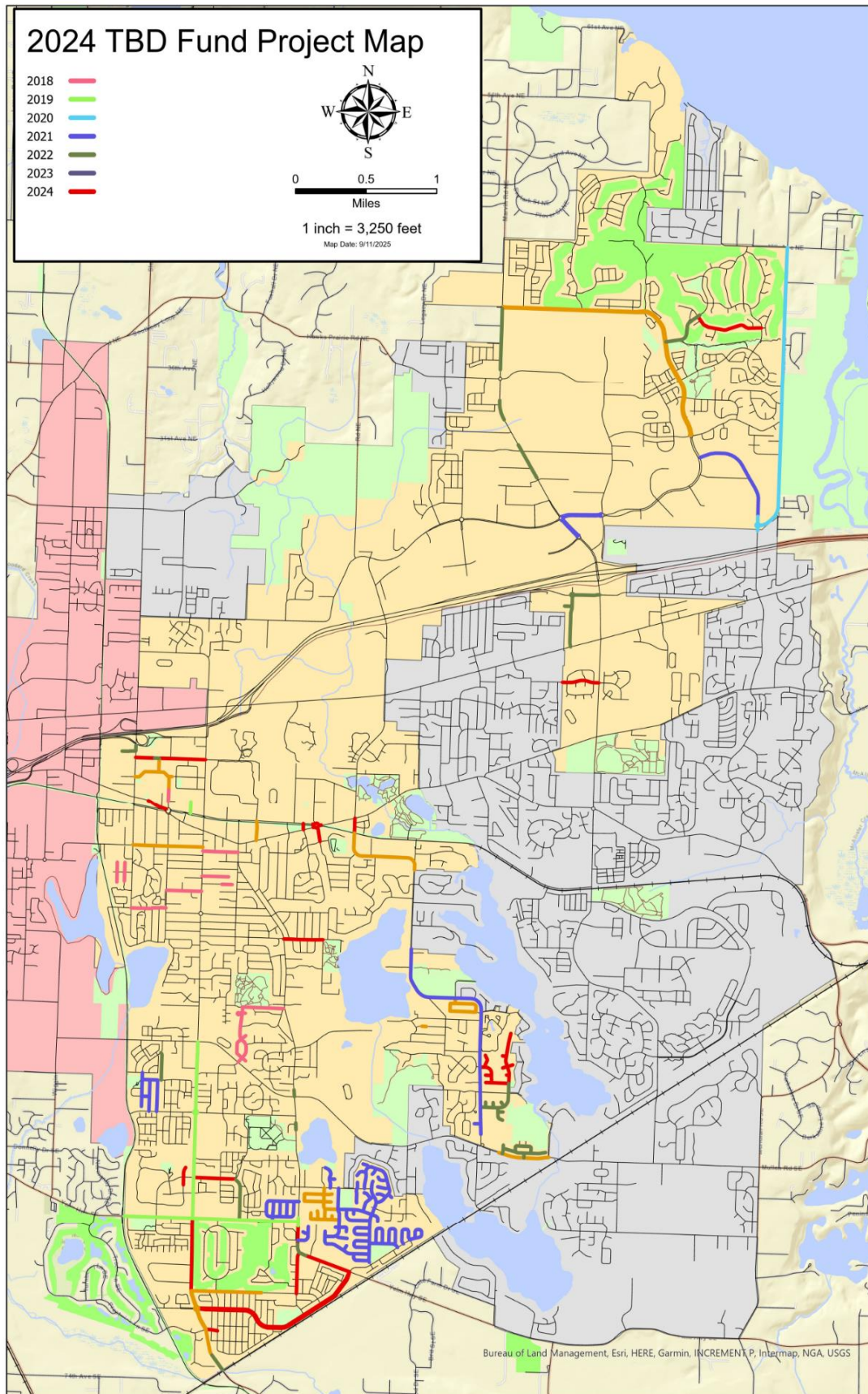


Figure 1 TBD Fund Project Map

2024 Projects:

Pacific/Homann Roundabout Improvements & Sharrow Route Striping

Project Limits:

Pacific/Homann Intersection
Homann to 13th Ave
Sharrow Route 2 & 5

Project Scope:

Pavement Rehabilitation
Pavement Reconstruction
Sharrow Striping

Construction Cost:

\$514K TBD (\$589K Total)

See Figures 2-4 on Pg 5

Yelm Hwy Rehabilitation

Project Limits:

Ruddell Rd to Balustrade Blvd

Project Scope:

Pavement Reconstruction

Construction Cost:

\$1.35M TBD (\$1.50M Total)

See Figures 5-7 on Pg 5-6

2023 Crack Seal Program

Project Limits:

Cameron Dr NE
3rd Ave SE
6th Ave SE
Pacific Ave SE
Clearbrook Dr SE
Carpenter Rd SE
25th Ave SE
The Arbors
Corporate Ctr Ct & Lp SE
53rd Ave SE & Parkside Dr SE
Rainier Rd SE
Balustrade Blvd SE
Ruddell Rd SE
70th Way SE

Project Scope:

Crack Seal

Construction Cost:

\$94K TBD (\$190K Total)

See Figures 8-9 on Pg 6

TBD Dollars at Work



Fig. 2 Homann Dr SE

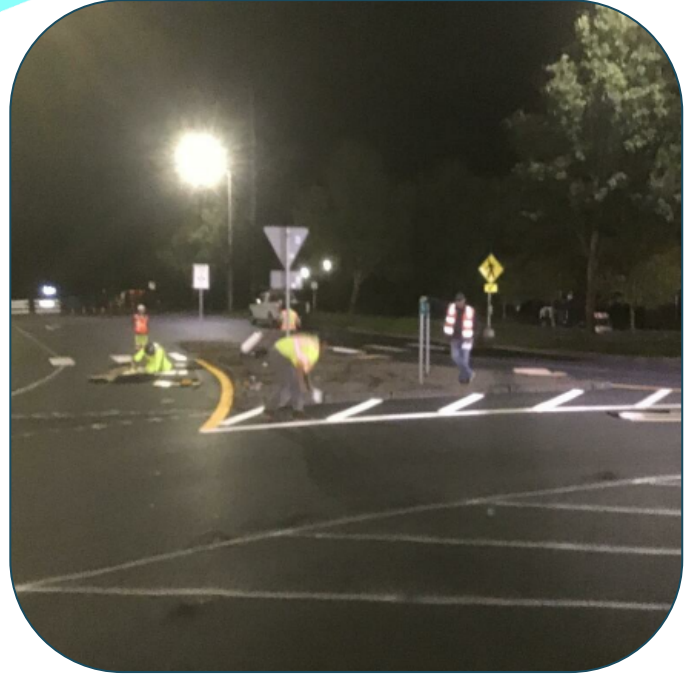


Fig. 3 Pacific/Homann RAB



Fig. 4 Sharrow Route Striping

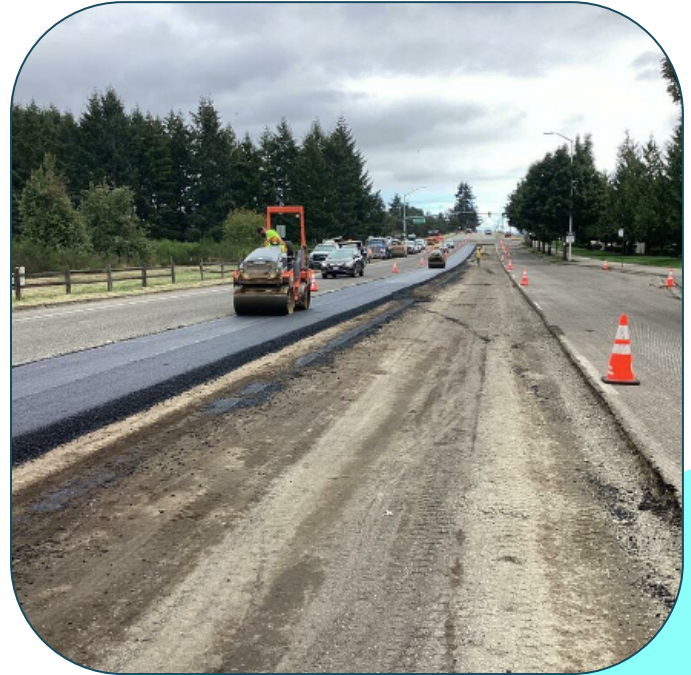


Fig. 5 Yelm Hwy SE



Fig. 6 Yelm Hwy SE



Fig. 7 Yelm Hwy SE



Fig. 8 25th Ave SE



Fig. 9 Balustrade Blvd SE

2024 TBD Finances:

The following schedule of revenues, expenditures, and changes in fund balance summarizes the TBD finances for the 2024 fiscal year:

Statement of Revenues, Expenditures, and Changes in Fund Balance <i>City of Lacey Transportation Benefit District</i> <i>For the Year Ended December 31, 2024</i>		
Revenues		
TBD Sales and Use Tax (0.2%)	\$	3,796,674
Other revenues	\$	131,287
<u>Total revenues</u>	\$	<u>3,927,962</u>
Expenditures		
Current:		
Other Expenditures		-
Capital outlay:		
Engineering (Design and Construction)	\$	673,372
Roadway Construction		1,801,993
Sidewalk Construction		1,000
Debt service:		
Principal retirement		-
Interest		-
Debt issue costs		-
<u>Total expenditures</u>	\$	<u>2,476,364</u>
Excess (deficiency) of revenue over (under) expenditures	\$	1,451,597
Other Financing Sources (Uses)		
Proceeds from sale of assets		-
Debt issuance		-
Transfers in		-
Transfers out		-
Total other financing sources (uses)		-
Net change in fund balances	\$	1,451,597
Fund balance - beginning		2,979,064
<u>Fund balance - ending</u>	\$	<u>4,430,661</u>



LACEY CITY COUNCIL MEETING

October 21, 2025

SUBJECT: Amendment No. 2 to the City Manager employment agreement

RECOMMENDATION: Authorize the Mayor to sign Amendment No. 2 to the City Manager employment agreement.

STAFF CONTACT: Rick Walk, City Manager *RW*

ORIGINATED BY: City Council *AC*

ATTACHMENTS:

1. Amendment No. 2 to the City Manager Employment Agreement
2. Amendment No. 2 to the City Manager Employment Agreement (Strikeout Version)

FISCAL NOTE: None.

PRIOR REVIEW: City Council Meeting – June 17, 2025

BACKGROUND:

In the course of the annual performance review of the City Manager, the City Council requested the City Manager's employee agreement be amended to clarify annual step increases for the City Manager be implemented in accordance with City Policy and confirmed by the City Council. The requested amendment to the employment agreement has been incorporated in Amendment No. 2 to the City Manager Employment Agreement (Attachment 1).

NEXT STEPS:

Option 1: Authorize the Mayor to sign Amendment No. 2 to the City Manager employment agreement.

AMENDMENT NO. 2 TO THE
CITY MANAGER EMPLOYMENT AGREEMENT

THIS AMENDMENT is to that certain City Manager Employment Agreement dated July 6, 2023 and the Amendment thereto dated December 21, 2023 (The “Agreement”), by and between the City of Lacey, a code City of the State of Washington, hereinafter “City,” and Frederick (Rick) Walk, also referred to herein as “City Manager,” jointly referred to as the “Parties.”

WHEREAS, the City desires to amend Section 2(a) related to the City Manager’s compensation.

NOW, therefore, Section 2(a) of the Agreement is hereby amended to read as follows:

Section 2(a)

“Pay a beginning base salary at non-represented grade 76, step 3 of two-hundred eleven thousand, eight-hundred sixty-four and 80/100 dollars (\$211,864.80) per annum. Step increases shall be implemented by Human Resources in accordance with City Policy for non-represented positions, and be confirmed by the City Council. Additionally, any Cost of Living Adjustment applied to all City non-represented positions shall be applied to maintain internal equity.”

DATED this _____ day of _____, 2025.

[NO MORE TEXT ON THIS PAGE - SIGNATURES TO FOLLOW ON SUCCEEDING
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CITY OF LACEY

By: _____
Mayor

Rick Walk

Approved as to form:

Lacey City Attorney

AMENDMENT NO. ~~2~~1 TO THE
CITY MANAGER EMPLOYMENT AGREEMENT

THIS AMENDMENT is to that certain City Manager Employment Agreement dated July 6, 2023 (The “Agreement”), by and between the City of Lacey, a code City of the State of Washington, hereinafter “City,” and Frederick (Rick) Walk, also referred to herein as “City Manager,” jointly referred to as the “Parties.”

WHEREAS, the City desires to amend certain sections related to the City Manager’s compensation to maintain internal equity amongst non-represented positions.

NOW, therefore, Sections 2(a) and Section 3 of the Agreement are hereby amended to read as follows:

Section 2(a)

“Pay a beginning base salary at non-represented grade 76, step 3 of two-hundred eleven thousand, eight-hundred sixty-four and 80/100 dollars (\$211,864.80) per annum. ~~Unless directed otherwise by action of the City Council, step~~ Step increases shall be implemented by Human Resources in accordance with City Policy for non-represented positions, and be confirmed by the City Council. Additionally, any Cost of Living Adjustment applied to all City non-represented positions shall be applied to maintain internal equity.”

Section 3

“This Employment Agreement shall continue until terminated in the manner specified herein. The City Council and the City Manager shall participate in an evaluation of the City Manager’s performance six (6) months after the official date of appointment, twelve (12) months after the official date of appointment and annually thereafter. As part of the first twelve (12) month evaluation and each annual evaluation thereafter, the City Manager compensation package shall be reviewed.”

DATED this _____ day of December, 2023.

[NO MORE TEXT ON THIS PAGE - SIGNATURES TO FOLLOW ON SUCCEEDING PAGE]

CITY OF LACEY

By: _____
Mayor

Rick Walk

Approved as to form:

Lacey City Attorney

CITY OF LACEY

Official Proclamation

WHEREAS, making bicycle, pedestrian, and active transportation safety improvements a priority can help protect the life and safety of Lacey's youth; and

WHEREAS, the City of Lacey is working to add bike lanes, trails, sidewalks, and improve street crossings to connect our neighborhoods better and provide safer routes to school; and

WHEREAS, regularly walking, biking, and rolling to school is fun, improves the health of our youth, and increases students' readiness to learn; and

WHEREAS, driving students to school contributes to traffic congestion and air pollution; and

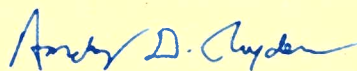
WHEREAS, an important role for parents and caregivers is to teach children how to be safe pedestrians and bicyclists on our streets; and

WHEREAS, in October, community leaders, parents, and children from around the world will join together for Walk to School events to increase awareness about the health and environmental benefits of walking and biking to school; and

NOW, THEREFORE, I, Andy Ryder, Mayor of the City of Lacey, on behalf of the Lacey City Council, do hereby recognize the month of October 2025 as

Walk to School Month

in Lacey and encourage all community members to promote the safety and health of children this month and throughout the year by supporting pedestrian, bicycle, and active transportation improvements, driving responsibly in school zones, modeling safe pedestrian and bicycle behaviors, and practicing an active lifestyle.



Mayor Andy Ryder
October 21, 2025

CITY OF LACEY

Official Proclamation

WHEREAS, domestic violence is a serious crime that affects people of all races, ages, gender identities, and income levels, and is a pervasive problem in the state of Washington and across the nation; and

WHEREAS, statistics indicate that 1 in 4 women and 1 in 10 men in Washington State will experience domestic violence in their lifetime, and that domestic violence impacts not only victims but also their children, families, and the broader community; and

WHEREAS, in Washington State alone, there were over 48,000 domestic violence offenses reported to law enforcement in 2024, with many more going unreported due to fear, stigma, or lack of resources; and

WHEREAS, domestic violence-related fatalities remain a critical concern, with the Washington State Coalition Against Domestic Violence documenting that 45 individuals lost their lives to domestic violence homicide in 2024; and

WHEREAS, the City of Lacey is committed to ensuring the safety and security of all residents and recognizes that addressing domestic violence requires a collaborative effort from law enforcement, social services, community organizations, and community members; and

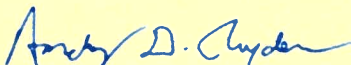
WHEREAS, Domestic Violence Awareness Month provides an opportunity to educate our community about the importance of intervention and prevention, to support victims and survivors, and to hold abusers accountable for their actions; and

NOW, THEREFORE, I, Andy Ryder, Mayor of the City of Lacey, on behalf of the Lacey City Council, do hereby recognize the month of October 2025 as

Domestic Violence Awareness Month

in Lacey and encourage all community members to participate in efforts to prevent and raise awareness of domestic violence, support survivors, and work toward ending violence in our homes and community.





Mayor Andy Ryder
October 21, 2025