



## City Council Approved Retreat Minutes

---

Friday, February 6, 2026

Lacey Veterans Services Hub

---

### **Day 2: Friday, February 6, 2026**

#### Council Present

Mayor Andy Ryder (excused at 12:30 p.m.)

Deputy Mayor Malcolm Miller

Councilmember Lenny Greenstein

Councilmember Carolyn Cox (excused from 8:15 – 8:48 a.m.)

Councilmember Nicolas Dunning

Councilmember Maren Turner

Councilmember Ryan Siu

#### Staff Present

Rick Walk, City Manager

Shannon Kelley-Fong, Assistant City Manager

Robert Almada, Chief of Police

Jen Burbidge, Parks, Culture and Recreation Director

Vanessa Dolbee, Community and Economic Development Director

Scott Egger, Public Works Director

Dave Schneider, City Attorney

Leialani Su'e, Human Resources Director

Troy Woo, Finance Director

Brian Waananen, Lacey Veterans Services Hub Coordinator

Nicole Williams, Executive Assistant

Elissa Fontaine, City Clerk

#### Guests Present

Nancy Campbell, Facilitator

Day two of the retreat was called to order at 8:05 a.m.

Campbell introduced an opening partner exercise. Council and the Executive Leadership Team participated in the exercise.

Campbell reviewed the agenda and presented an updated list of operating agreements. Council expressed support of the agreements.

Walk presented a review of 2025 projects, programs, and outcomes.

A break was called at 9:23 a.m. The meeting reconvened at 9:34 a.m.

Walk reviewed 2025 Work Plan "Parking Lot" items. Discussion ensued. Council participated in an exercise to eliminate "Parking Lot" items. Council expressed agreement with updating the items as proposed.

Walk outlined 2026 priority project commitments, organized into obligated, statutorily required, and financial sustainability planning categories.

Council directed staff to remove the Salary Commission as a priority. The Human Resources Department will plan to include Council salaries in their review of non-represented positions, which is planned to happen no earlier than 2027.

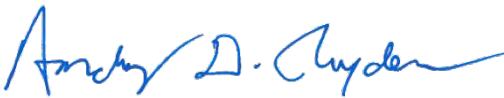
A break was called at 10:33 a.m. The meeting reconvened at 10:45 a.m.

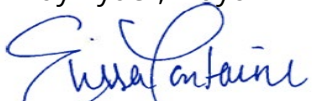
Council and staff discussed regional issues for 2026. Council discussed how information from intergovernmental committees should be shared with the full Council. Council supported adding a placeholder on Council Worksession agendas for the Council to report on any pressing topics.

A break was called at 12:30 p.m. The meeting reconvened at 12:40 p.m.

Waananen presented on the Lacey Veterans Services Hub. The presentation included the mission, vision and values, services provided, client summary, location demographics, volunteer statistics, and organizational updates.

The meeting adjourned at 1:27 p.m.

**MAYOR:**   
Andy Ryder, Mayor

**ATTEST:**   
Elissa Fontaine, City Clerk

**APPROVED:** March 17, 2026