



**Des Moines**  
WATERLAND CITY

**AMENDED AGENDA**  
**DES MOINES CITY COUNCIL**  
**REGULAR MEETING**  
City Council Chambers  
21630 11th Avenue S, Suite C  
Des Moines, Washington  
Thursday, February 12, 2026 - 6:00 PM

**CALL TO ORDER**

**PLEDGE OF ALLEGIANCE**

**ROLL CALL**

**PROCLAMATIONS**

- Item 1. **Black History Month Proclamation**  
**Motion:** "I move to approve the Proclamation recognizing February as Black History Month."

**CORRESPONDENCE NOT PREVIOUSLY RECEIVED BY COUNCIL**

**COMMENTS FROM THE PUBLIC**

02.12.2026 Public Comment Sign In Sheet

**REGIONAL COMMITTEE REPORT**

**CITY MANAGER REPORT/PRESENTATIONS/BRIEFINGS**

- Item 1. **Presentation from Seattle Southside Chamber of Commerce (10 Minutes)**
- Item 2. **Update from Citizens Advisory Board on Strategic Plan Public Engagement (10 Minutes)**  
Staff Presentation:  
Katherine Caffrey, City Manager
- Item 3. **Update on the City's Automated License Plate Reader System (30 Minutes)**  
Staff Presentation:  
Ted Boe, Police Chief

**CONSENT AGENDA**

- Item 1. **Approval of Vouchers**  
**Motion:** "I move to approve the payment vouchers through January 29, 2026 and payroll transfers through January 30, 2026 in the attached list and further

described as follows:"

EFT Vendor Payments	#13053-13133	\$2,493,538.97
Wires	#3220-3236	\$1,030,966.49
Accounts Payable Checks	#167277-167349	\$436,635.41
Voided Checks	#166437	(\$292.97)
Payroll Checks	#2046-20048	\$288.89
Payroll Advice	#16296-16465	\$493,619.72

Total Checks and Wires for A/P & Payroll: \$4,457,756.51

Item 2.

**Approval of Minutes**

**Motion:** "I move to approve the minutes from the City Council Regular Meeting held on January 22, 2026."

**PUBLIC HEARING/CONTINUED PUBLIC HEARING**

Item 1.

**Density Bonus for Religious Properties Ordinance - 1st Reading (10 Minutes)**

Staff Presentation:

Rebecca Deming, Community Development Director

**Motion:** "I move to pass draft Ordinance 25-125 to a second reading on March 12, 2026."

**NEW BUSINESS**

Item 1.

**Planning Commission Appointments (30 Minutes)**

Staff Presentation:

Rebecca Deming, Community Development Director

**Motion:** "I move the appointment of \_\_\_\_\_(four (4) commissioners) to the Planning Commission to four-year terms and the appointment of \_\_\_\_\_(three (3) commissioners) to the Planning Commission to two-year terms."

Item 2.

**Establishment of a Salary Commission (30 Minutes)**

Staff Presentation:

ADRIENNE JOHNSON, Assistant City Manager

**Motion:** "I move to direct staff to draft an ordinance establishing a salary commission pursuant to RCW 35.21.015, consistent with the framework discussed, and return it to the City Council for future consideration."

Item 3.

**New Agenda Items for Consideration (10 Minutes)**

Staff Presentation:

**COUNCILMEMBER REPORTS**

(4 minutes per Councilmember) - 30 minutes

**PRESIDING OFFICER'S REPORT**

## **EXECUTIVE SESSION**

Pending Litigation RCW 42.30.110(1)(i) - 25 Minutes and Real Estate Acquisition RCW 42.30.110(1)(b) - 5 Minutes

## **NEXT MEETING DATE**

February 26, 2026 City Council Strategic Planning Workshop

## **ADJOURNMENT**

Members of the public who wish to provide comment during the meeting via Zoom must register in advance. To register, please email [cityclerk@desmoineswa.gov](mailto:cityclerk@desmoineswa.gov) by 12:00 p.m. (noon) on the Wednesday before the meeting.

City Council meeting can be viewed live on the City's website, Comcast Channel 21/321, on the City's [YouTube](#) channel or via [Zoom](#).

[Projected Future Agenda Items](#)

**City Council  
AGENDA ITEM**

BUSINESS OF THE CITY COUNCIL  
City of Des Moines, WA

**SUBJECT: Black History Month Proclamation**

**ATTACHMENTS:**

1. Black History Month Proclamation

**FOR AGENDA OF:**

February 12, 2026

**DEPT OF ORIGIN:**

Administration

**DATE SUBMITTED:**

February 09, 2026

**CLEARANCES:**

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**Purpose and Recommendation**

The purpose of this item is for the Council to approve a proclamation recognizing February as Black History Month.

**Suggested Motion:**

<p><b>Motion:</b> "I move to approve the Proclamation recognizing February as Black History Month."</p>
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**Background**

The roots of Black History Month began with African American scholar Carter Woodson. Throughout his academic studies in the early 20th century, Woodson witnessed how Black people were underrepresented in books and scholarship that shaped the study of American history. To respond to this, Woodson and Jesse E. Moorland founded what would become known as the Association for the Study of African Life and History. Woodson famously asserted that "If a race has no history, it has no worthwhile tradition, it becomes a negligible factor in the thought of the world, and it stands in danger of being exterminated."

In 1926, Woodson and his organization launched "Negro History Week" to highlight the need to teach Black History. They chose the second week of February since it encompassed the birthdays of both Frederick Douglass and Abraham Lincoln.

Throughout the Civil Rights Movement of the 1960's, the celebration of the week was adopted by many Freedom Schools in the South, and then that week was adopted and expanded into "Black History Month" on college campuses. President Gerald Ford

proclaimed Black History Month a national observance in 1976.

**Discussion**

**Alternatives**

**Financial Impact**

**Recommendation**

# Proclamation

## PREAMBLE

The celebration of Black History Month is a recognition across this country of the experience and events occurring in the lives of African Americans and those whose roots run deep through the African Diaspora.

**WHEREAS**, Black History Month is celebrated in recognition of achievements and contributions made by African Americans and all people of African descent in the United States; and

**WHEREAS**, Black History Month affords special opportunity to become more knowledgeable about black heritage, and to honor the many black leaders who have contributed to the progress of our nation; and

**WHEREAS**, such knowledge can strengthen the insight of all our citizens regarding the issues of human rights, the great strides that have been made in the crusade to eliminate barriers of equality, and the continuing struggle against racial discrimination, injustice and poverty; and

**WHEREAS**, the City of Des Moines embraces its diversity and acknowledges the invaluable contributions of its African American residents and visitors as we celebrate Black History Month; and

**NOW THEREFORE, THE DES MOINES COUNCIL HEREBY PROCLAIMS** and recognizes the month of February as **BLACK HISTORY MONTH** and urges our citizens to join together in making this period of rededication to the principles of justice and equality for all people.

**SIGNED** this day 12<sup>th</sup> of February, 2026

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Yoshiko Grace Matsui, Mayor



# CITY COUNCIL REGULAR MEETING

## Speaker Sign-Up Sheet

February 12, 2026

NAME (PLEASE PRINT)	ADDRESS	TOPIC	PHONE/E-MAIL ADDRESS
Chris DEBARSA	Dm	Flock	
Judy Grande	DM	Flock	
Jim LAMPARIELLO	Dm	Flock	
CHUCK COLEMAN	DM	Flock	
Iman Ekong	Dm	The Roadhouse	iman@showbrazil.com
Jerry V			

# DeFlock.me

## Technical Loopholes in the Flock Safety System & DOL Data Leaks

### 1. The "Switchboard" Loophole (Jan 2026 Report)

**The Fact:** Even if Des Moines "stops sharing" directly with ICE/CBP, the city's Flock cameras still feed plate data into the Washington State Patrol (WSP) ACCESS switchboard.

**The Breach:** On January 8, 2026, UWCHR researchers proved federal agents use this switchboard to bypass the Keep Washington Working Act. They pull personal driver data (name/address) from the Department of Licensing (DOL) within seconds of a plate being scanned.

**The Impact:** Federal agents are using this state-run system as a "Roadside Assist" to target drivers near retail corridors like Pacific Highway South (Hwy 99).

### 2. The "Backdoor" Threat: National Lookup/TALIC

**The Fact:** Flock Safety includes a "National Lookup" feature. In late 2025, it was revealed that CBP (Border Patrol) was part of a "pilot program" that allowed them to search local camera networks—often without the local city's knowledge.

**Local Precedent:** At least 10 Washington police departments were searched by Border Patrol via this "Backdoor" despite never authorizing the sharing.

**The Counter-Point:** Unless Chief Boe can prove the "National Lookup" toggle is physically disabled (not just "policy-restricted"), our residents' data remains searchable by federal agents in the Flock cloud.

### 3. The "Side Door" Leak: Regional Sharing

**The Fact:** Des Moines shares its "Hot List" and camera data with neighboring cities like Kent and Auburn to track "stolen vehicles."

**The Breach:** In 2025, Auburn was caught directly sharing its network 1:1 with Border Patrol.

**The Risk:** Data "hops." If Des Moines shares with a city that has looser privacy settings or active federal partnerships, our residents' movements are exposed through that secondary link.

### Proposed "Hard Questions" for Chief Boe:

**Technical:** "Is the 'National Lookup' / TALIC feature fully disabled in our contract, and can we see the audit log to prove no federal agency has pinged our cameras in the last 90 days?"

**Legal:** "How does the Chief prevent our residents' data from being accessed via the WSP ACCESS switchboard loophole that was just exposed by the University of Washington on Jan 8th?"

**Regional:** "If we share data with Kent or Auburn or other cities, and those cities have different sharing protocols, how do we prevent a 'Side Door' leak of our residents' location data?"

**12 Des Moines Residents** have been taken by ice in the last few months. They are fathers/bread earners for their families

**Economic Impact:** How the fear of plate-scanning is driving customers away from local Des Moines businesses. Customers are now too afraid to drive to the store for basic necessities.

- Applications
- Authentication
- Organizations
- User Management
- Branding
- Security
- Multi-factor Auth
- Actions
- Auth Pipeline
- Monitoring
- Marketplace
- Settings



### Phone Message ENTERPRISE MFA

Users will receive a text message or voice call containing a verification code.

• Enabled



### Email ENTERPRISE MFA

Users will receive an email message containing a verification code.

• Enabled



### Recovery Code PRO MFA

Provide a unique code that allows users to regain access to their account.

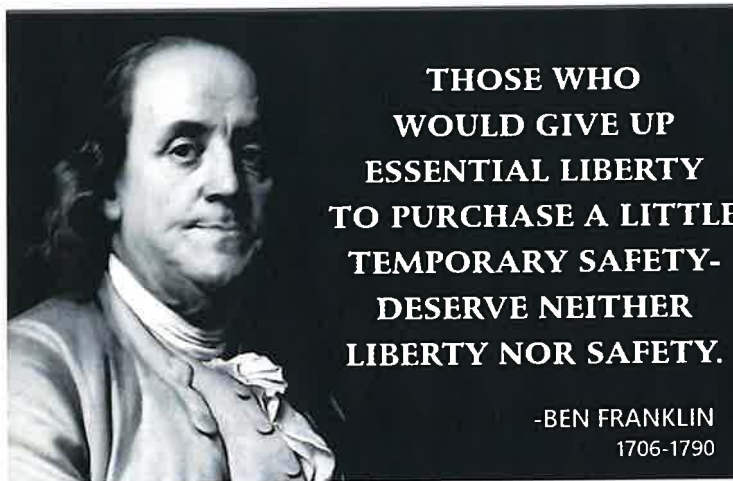
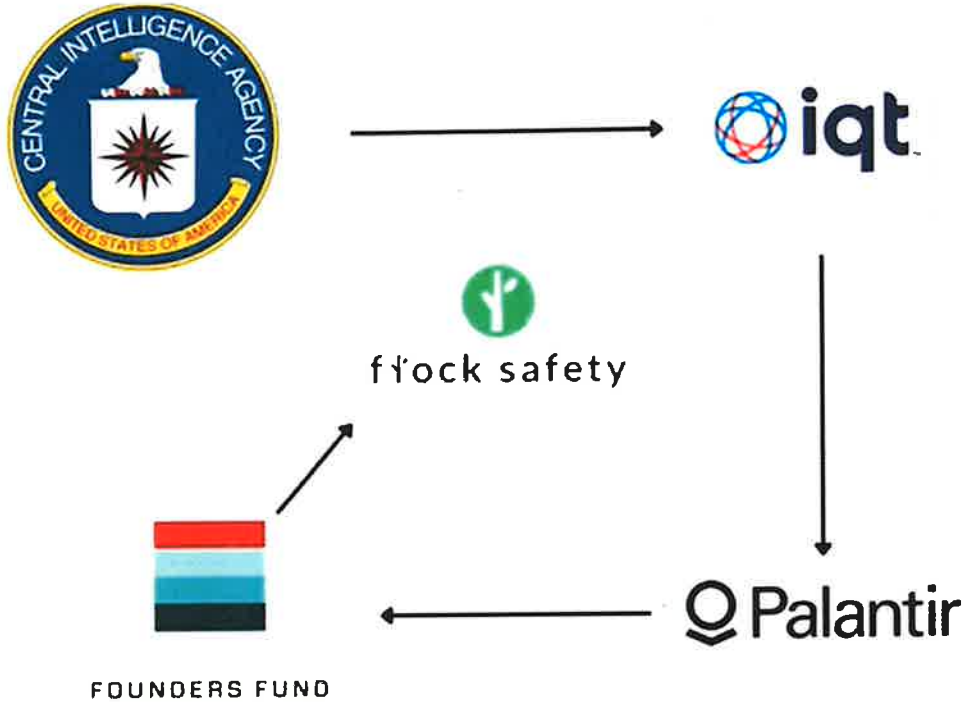
• Enabled



### DUO Security PRO MFA

Use your DUO account for Multi-Factor Authentication.

• Disabled



- Check if Flock is in your city: <https://deflock.me>
- See if your plate was captured: <https://HaveIBeenFlocked.com>
- FOIA your police department's Flock contract, camera locations, and audit logs

**Ask for:**

- Flock contract
- Camera locations
- Search policy

Request a Full Audit logs with search reasons  
Attend City Councils – Ask Questions



# DESTINATION ROADHOUSE

## TUESDAYS



7-9PM

### JAZZ JAM NIGHT

Live jazz. Open jam. No cover. No commute.  
Just steps from Angle Lake Station.

## SATURDAYS



7-9PM

### MUSIC AROUND THE WORLD

Experience talented musicians and vibrant rhythms from Latin America, Africa, Asia, the Middle East, Europe, and more.

*Note: On Saturday, February 14th, there will be a public, ticketed event starting at 8:00 PM. For more information, including details about Brazilian Carnival 2026, please scan the QR code provided.*



**FREE-ALL AGES**  
January-March

**THE ROADHOUSE**  
19955 28th Ave S, SeaTac, WA 98188  
at Angle Lake Link Light Rail Station



**City Council  
AGENDA ITEM**

**BUSINESS OF THE CITY COUNCIL  
City of Des Moines, WA**

**SUBJECT: Presentation from Seattle Southside Chamber of Commerce (10 Minutes)**

**ATTACHMENTS:**

1. Chamber Slidedeck - 02.2026 - City of Des Moines

**FOR AGENDA OF:**

February 12, 2026

**DEPT OF ORIGIN:**

Administration

**DATE SUBMITTED:**

**CLEARANCES:**

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**Purpose and Recommendation**

Samantha Le, President/CEO, of the Seattle Southside Chamber of Commerce will provide an update on Chamber activities.

**Suggested Motion:**

**Background**

**Discussion**

**Alternatives**

**Financial Impact**

**Recommendation**

2026

# Seattle Southside Chamber of Commerce

Engage. Enrich. Enhance.



[www.SeattleSouthsideChamber.com](http://www.SeattleSouthsideChamber.com)

# Our Mission

We foster a vibrant community by uniting businesses and families through strong advocacy for shared prosperity. To elevate the Southside through economic vitality, creating space where every business belongs and every community thrive.

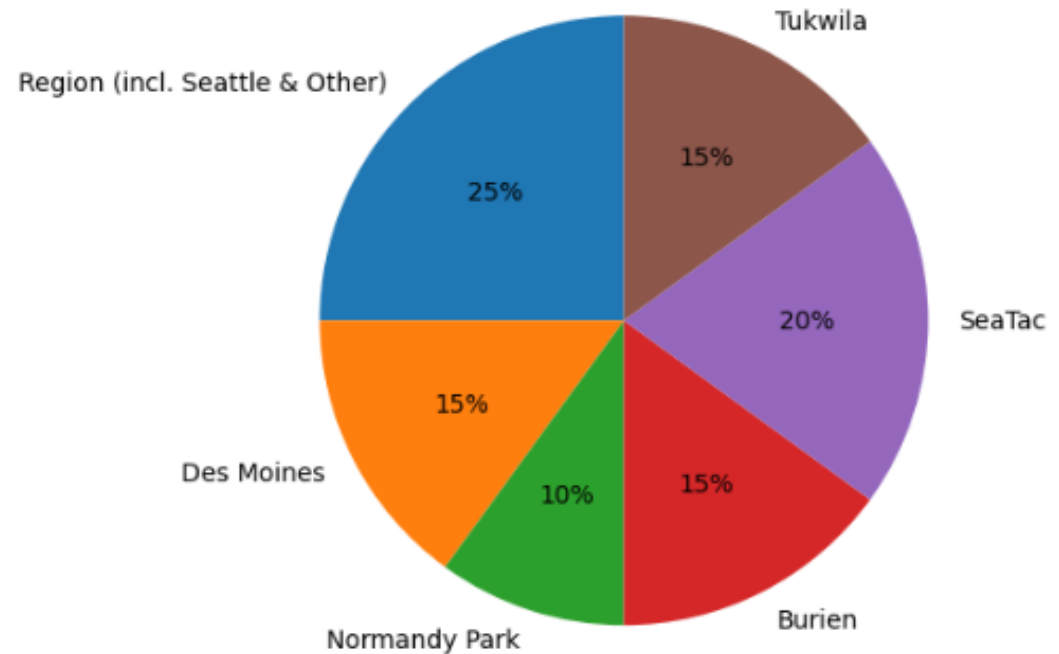
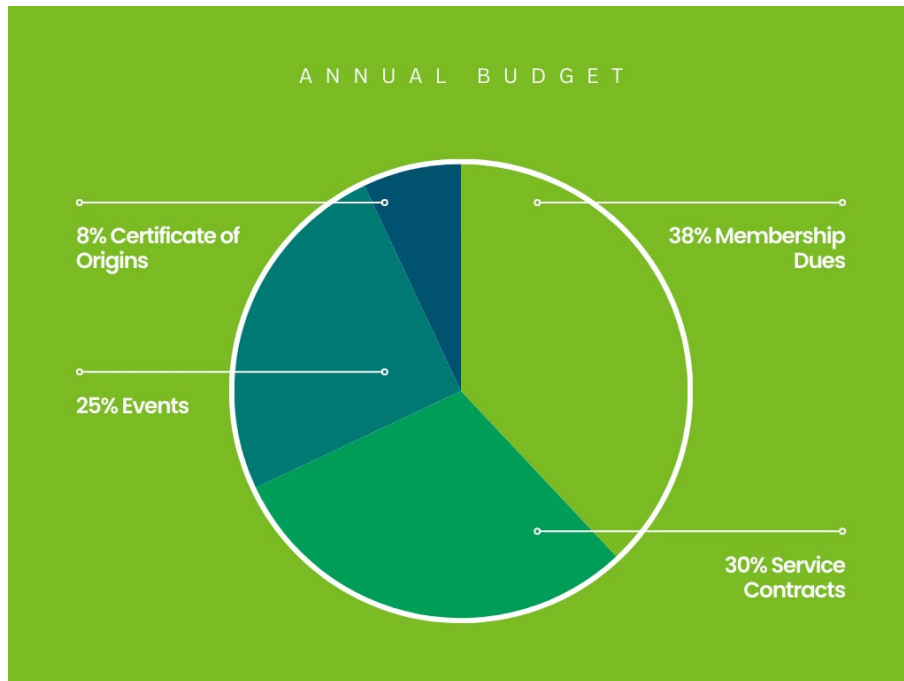


As the regional chamber for South King County, we connect Des Moines businesses to regional, state, and federal opportunities that strengthen the local economy.



# Delivering Business Support Across South King County

Supporting 3,396 Businesses in 2025, Engaging 10,000+ Event Attendees & Partners,  
And Serving 694 Members Across the Region





# Community Impact

Building trust, visibility, and connection across the Southside.

- Education & Workforce (Summit, Workforce Discovery Lab)
- Place & Identity (Business Development Tours, Creative District administration)
- Leadership & Convening (Leadership Conference, regional convenings)

*We are the connectors and conveners of the Southside Communities.*



# United Voice

## Championing Southside Business through bold, inclusive advocacy.

- Outreach:
  - Door to Door Check-in, Small Business Roundtable Tours, Community Surveys & Economic Impact Studies
- Coalitions:
  - Government Affairs Committee
  - South Sound Chamber of Commerce Legislative Coalition
  - Association of Washington Business Grassroots Alliance
- Events:
  - State of the Region with Southsound Mayors
  - Candidates Nights
  - Legislative Breakfast
  - Elected Officials Receptions
  - Roundtables with Policy Makers



# Top Priorities

Guided by the Chamber's Strategic Plan, our 2026 Legislative Agenda focuses on three priority areas that align with our mission to strengthen businesses, support families, and advance prosperity across the region:

1. Strengthen Our Local Business Ecosystem
2. Build Resilient Communities Through Infrastructure & Housing
3. Advance Economic Vitality & Mobility

We are a voice for business.



# Legislative Requests

Advocacy that Reflects Des Moines Priorities



These priorities center on supporting small businesses, strengthening the workforce, and investing in public safety, infrastructure, and housing to ensure long-term economic resilience.

The focus is on fair taxation, streamlined regulations, expanded access to capital and childcare, workforce and education pathways, healthcare capacity, and preparing the region to maximize opportunities like FIFA 2026 while keeping costs and impacts realistic.



# Legislative Requests

## Advocacy that Reflects Des Moines Priorities

- **Small Business Relief & Support**
  - Provide ongoing funding for technical assistance and microenterprise support programs.
  - Expand access to capital for immigrant-owned and underserved businesses.
  - Create tax credits for businesses that partner with or invest in local Chambers of Commerce.
- **Fair Taxation & Regulation**
  - Oppose new or increased taxes that disproportionately burden small businesses, including sales tax expansions on services.
  - Protect independent contractor relationships to preserve workforce flexibility.
  - Streamline permitting processes and reduce redundant regulatory requirements.
- **Public Safety & Resilience**
  - Increase funding for law enforcement, mental health services, and retail theft prevention.
  - Strengthen policies to combat organized retail crime and enhance neighborhood safety.
- **Transportation & Infrastructure**
  - Fully fund Puget Sound Gateway projects to support warehousing, distribution, and port/airport access.
  - Invest in ferry system improvements, water taxi expansion, and public transit upgrades (including the Fauntleroy dock renovation).
  - Ensure infrastructure projects in surrounding cities remain prioritized despite budget constraints.
  - Monitor and evaluate proposals for high-speed rail to ensure costs and land impacts are considered.
- **Workforce Education & Development**
  - Sustain K-12 funding and expand Career & Technical Education (CTE).
  - Invest in apprenticeships, certifications, and degree pathways aligned with industry needs.
- **Energy & Climate**
  - Streamline permitting for renewable energy and transmission projects.
  - Avoid restrictive fuel choice mandates while supporting efficiency and innovation.
- **Childcare & Workforce Participation**
  - Increase childcare availability and reduce regulatory barriers.
  - Offer tax incentives for employers providing childcare support.
- **Healthcare**
  - Expand hospital workforce pipelines and reduce administrative burdens.
  - Ensure affordable access to care, including fair provider reimbursements.
- **Tourism & FIFA World Cup Readiness**
  - Support creation of a sustainable, industry-driven tourism promotion fund to help Washington compete with other states.
  - Leverage FIFA 2026 to maximize benefits for local businesses, while aligning expectations around realistic projections for visitor impact.
  - Collect business feedback on FIFA preparedness through Chamber surveys and roundtables.
- **Budget & Taxes**
  - Avoid new or increased taxes that further burden small businesses.
  - Reassess spending priorities to focus on job creation, public safety, and resilience.
  - Monitor impacts of new sales tax on services and advocate for relief for small businesses.
- **Housing Attainability**
  - Reform housing and land use regulations to address supply deficits.
  - Expand Transit-Oriented Development (TOD) and Multi-Family Tax Exemption (MFTE) programs.
  - Incentivize smaller lot/unit development for affordable homeownership.



# Strategic Partnerships

Driving shared prosperity through intentional collaboration.

- Municipality and county partnerships – Soundside Alliance
- Local Private Public Partnerships
- Collaborations with regional chambers, business associations, nonprofits, and grassroots coalitions to respond to needs
- Federal partnerships with the US Chamber of Commerce
- Chamber Lead Committees

*With trust, we move faster and stronger.*



# Business Growth

Helping Southside businesses start, sustain, and scale.

- Support:
  - Promotions
  - Small business one-on-one support
  - Small business and Non-profit Grants
  - Informational Webinars and lunch and learn
- Visibility:
  - Networking Mixers and Mingles & Ribbon Cutting Ceremonies
- Leadership:
  - Leadership development and business mentorship
  - Annual Business Awards



# Contact the Chamber



**206-575-1633**

**[Staff@SeattleSouthsideChamber.com](mailto:Staff@SeattleSouthsideChamber.com)**

**3100 S 176<sup>th</sup> St Suite 210, SeaTac, WA 98188**



# Together, We Are Stronger

We're in business, for your business. Serving the Southside since 1988!

Join us at the next roundtable in April!



# SEATTLE SOUTHSIDE



## CHAMBER OF COMMERCE

Burien - Des Moines - Normandy Park - SeaTac - Tukwila

# TOGETHER, WE ARE STRONGER

In Business For Your Business

## Our Mission & Vision

We foster a vibrant community by uniting businesses and families through strong advocacy for shared prosperity. To elevate the Southside through economic vitality, creating space where every business belongs and every community thrive.

Join Us for Our  
Port of Seattle Mixer & Resource Fair

# 18 MARCH, 2026

## 4:00 PM – 6:00 PM

Port of Seattle, Conference Center

*Your Southwest King County Regional  
Chamber of Commerce.*

Visit us at:  
[www.seattlesouthsidechamber.com](http://www.seattlesouthsidechamber.com)  
206-575-1633  
[staff@seattlesouthsidechamber.com](mailto:staff@seattlesouthsidechamber.com)



## Why Participate?

- Networking Opportunities
- Advocacy and Representation
- Business Promotion and Marketing
- Education and Professional Development
- Access to Resources and Support
- Community Involvement and Visibility

## Get Involved

From free and low-cost memberships to premier leadership tiers, the Seattle Southside Chamber offers a range of membership options designed to help businesses and individuals grow, expand their networks, and amplify their impact.



# 2026 EVENTS

**Engage. Enrich. Enhance.**

## **Morning Mix & Mingle**

Casual morning networking over coffee for business owners and operators at the Chamber.

## **After Hours Chamber Mixers**

In-person networking events designed to build relationships and spark new business connections.

## **Moments with a Mentor**

A small-group leadership workshop series focused on professional growth, learning, and peer connection.

## **Global Soccer Game Webinar Series (Virtual)**

Educational webinars helping businesses prepare for the economic and tourism impacts of the 2026 global soccer tournament.

## **Ribbon Cutting Ceremonies**

Celebrations for member milestones including grand openings, anniversaries, and business expansions.

## **PNW Education & Workforce Summit**

A regional convening of business, education, and workforce leaders focused on the school-to-career pipeline.

## **South King County Career Showcase**

A large-scale career exploration event connecting students with employers, colleges, and apprenticeship programs.

## **Southside Leadership Conference**

A full-day conference empowering emerging and established leaders through skill-building and networking.

## **SEA Airport Luncheon**

An annual gathering with Port leaders highlighting economic impact and future priorities for our region.

## **Workforce Discovery Lab**

A hands-on summer program connecting local students to career pathways, professional skills, and local employers.

## **Success Foundation Annual Gala**

A premier fundraising event supporting education and workforce development initiatives in South King County.

## **Elected Officials Reception & Year-End Celebration**

An end-of-year event engaging elected officials and celebrating community and business achievements.

## **Advocacy**

### **Small Business Roundtables**

Facilitated discussions giving local businesses a direct voice on challenges, opportunities, and policy priorities.

### **Government Affairs Council**

A member-led council guiding the Chamber's advocacy agenda and engagement with elected officials.

### **Ambassador Committee**

A volunteer leadership group that welcomes new members, strengthens member engagement, and supports Chamber events.

### **Legislative Session Briefings**

Regular updates during the legislative session highlighting bills and policy issues impacting the business community.

### **Legislative Pre-Session Breakfast**

A convening of business leaders and policymakers to set priorities ahead of the legislative session.

### **Legislative Hill Days**

Opportunities for members to meet directly with legislators to advocate for business-friendly policies.

### **Washington, D.C. Fly-In**

A federal advocacy experience connecting regional leaders with national policymakers and partners.

### **Economic Development Study Trips**

Peer learning trips to explore best practices, innovation, and economic development strategies in other regions.

### **Business Awards**

An annual celebration recognizing outstanding businesses, leaders, and community impact across South King County.

### **State of the Region & Economic Forecast**

A regional briefing featuring economic insights from our cities, the Port of Seattle, and local school districts.

**Free Small Business Resource Fairs, Educational Webinars, Lunch & Learns, Professional Development Programs, & MORE!**

*Join us to learn, connect, and grow with the South King County business community.*

# 2026 LEGISLATIVE AGENDA

## A Voice For Business

Guided by the Chamber's Strategic Plan, our 2026 Legislative Agenda advances policies that strengthen businesses, support families, and drive long-term regional prosperity across South King County.

### Our Three Priority Areas:

1. Strengthen Our Local Business Ecosystem
2. Build Resilient Communities Through Infrastructure & Housing
3. Advance Economic Vitality & Mobility

We are a voice for business. We advocate for small business success, workforce readiness, public safety, infrastructure investment, and economic resilience—while keeping policies practical, equitable, and cost-conscious.

### Our Commitment:

We advocate for smart growth, practical policy, and a competitive business climate—ensuring South King County remains a place where businesses can grow, workers can thrive, and communities can prosper.



## Key Policy Priorities

**Small Business Relief & Support**  
Funding for technical assistance, microenterprise support, and access to capital.

**Fair Taxation & Regulation**  
Oppose disproportionate taxes; streamline permitting and regulations.

**Public Safety & Resilience**  
Support law enforcement, mental health services, and retail theft prevention.

**Transportation & Infrastructure**  
Invest in freight, ports, transit, ferries, and regionally critical projects.

**Workforce Education & Development**  
Expand CTE, apprenticeships, and industry-aligned career pathways.

**Childcare & Workforce Participation**  
Increase childcare access and reduce regulatory barriers.

**Healthcare Capacity**  
Grow healthcare workforce pipelines and reduce administrative burdens.

**Housing Attainability**  
Advance land use reform, TOD, MFTE, and attainable homeownership.

**Energy & Climate**  
Streamline clean energy permitting and support efficient innovation.

**Tourism & FIFA 2026 Readiness**  
Maximize benefits for local businesses through realistic planning.

**Budget & Fiscal Responsibility**  
Oppose new burdensome taxes; prioritize job creation and resilience.

# MEMBERSHIP

**Every membership supports South King County's future.**

## Universal Membership

Best for startups & very small businesses  
FREE

- Reputation & credibility
- Chamber communications
- Digital marketing
- Member event pricing
- Free one-on-one Business Coaching & Support

For businesses with fewer than 5 employees and not a Chamber member in the past 24 months.

## Individual Membership – Executive Edge

For professionals & emerging leaders  
\$99 per year

- Discounted access to Chamber events
- Free Leadership Conference registration
- Free Moments with a Mentor participation
- Curated leadership workshops
- Cohort-style peer connections

## Classic Membership

Built for nonprofits & small to mid size businesses

\$250-\$490 per year

- Business referrals
- Directory listing
- Strategic marketing opportunities
- Ribbon cutting ceremonies
- Event discounts & networking
- Advocacy & policy representation

Affordable levels for nonprofits and businesses.

## Premier Membership

For organizations ready to lead & invest  
\$890+ per year

- Sponsorship bonuses
- Enhanced directory placement
- Advanced marketing & visibility
- Premier event registration & seating
- Policy influence & leadership access

Enhanced exposure and benefits for organizations seeking greater impact.

## Why Join?

Connect with 1,000+ local business leaders

Get referrals, visibility, and advocacy

Access leadership, workforce, and education programs

Support small businesses and the future workforce

## START • GROW • LEAD

Universal → Get connected

Classic → Grow visibility & referrals

Premier → Lead, sponsor, influence

*There's a membership for every stage.*

## Make An Impact

Small Business Voice. Regional Influence.

As a regional Chamber, we bring together thousands of businesses – giving small business owners greater leverage in growing your brand and business with policy decisions that affect taxes, labor laws, infrastructure, and public safety.

### When you join:

- Your concerns are represented at the state capital
- Your business benefits from broader marketing reach
- Your city's economy is supported by regional collaboration
- You gain access to larger networks and resources beyond your city limits

A regional Chamber means your business isn't navigating policy and growth alone.

## Join Now



**City Council  
AGENDA ITEM**

BUSINESS OF THE CITY COUNCIL  
City of Des Moines, WA

**SUBJECT: Update from Citizens Advisory Board on Strategic Plan Public  
Engagement (10 Minutes)**

**ATTACHMENTS:**

1. Citizen Advisory Board Strategic Plan February 12, 2026  
Engagement Efforts PowerPoint

**FOR AGENDA OF:**

**DEPT OF ORIGIN:**

Administration

**DATE SUBMITTED:**

January 13, 2026

**CLEARANCES:**

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**Purpose and Recommendation**

A representative from the Citizens Advisory Board will give a brief presentation regarding the public engagement effort for the City's Strategic Plan.

**Suggested Motion:**

**Background**

**Discussion**

**Alternatives**

**Financial Impact**

**Recommendation**



# Citizen Advisory Board Strategic Plan Engagement Efforts

Colleen Gants  
CAB Board Member  
Katherine Caffrey  
City Manager

## CAB's Role:

The Citizen Advisory Board provides input to the City Council, promotes civic participation, and strengthens communication between residents, businesses and the city.



# City Strategic Plan

- CAB was asked to:
  - Raise awareness of City Strategic Plan effort
  - Participate in focus groups
  - Encourage participation from diverse voices in the community survey
  - Encourage attendance at the December Town Hall



# CAB was everywhere!

- Pop-Ups at events and facilities:
  - Holiday Market
  - Des Moines Food Bank
  - Des Moines & Woodmont Library branches
  - Holiday tree lighting
- Passed out flyers
- Neighborhood briefings: Wesley, Huntington Park, Judson Park
- Sent neighborhood emails



- Advertised Community Survey:
  - Waterland Blog
  - Peach Jar (Federal Way & Highline schools)
  - City Manager Report
  - Social media
  - Provided multi-lingual cards for the survey to ESL educators in Highline schools

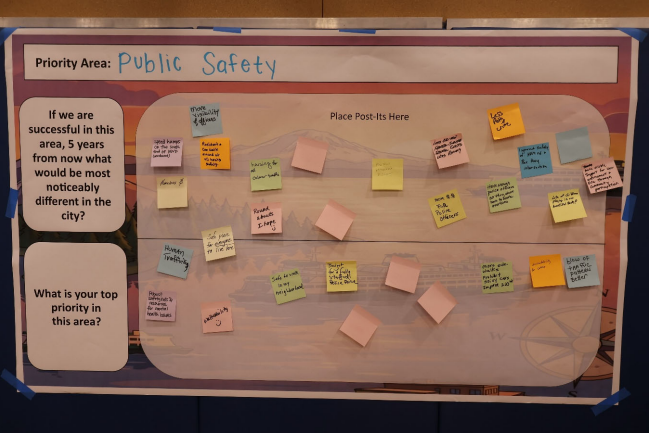


# Results

Engagement	Participation
Focus Groups	50
City Councilmember Interviews (past and present)	8
Staff survey	113
Community survey	1,036
Town Hall	80



# Town Hall



# Strengths

Committed and engaged community

Location and city aesthetics

City staff and leadership

Organizational adaptability and resourcefulness



# What I Love About Des Moines



# Challenges



Business attraction and support



Long-term financial stability and budget shortfalls



Impact of airport on quality of life



Managing community expectations



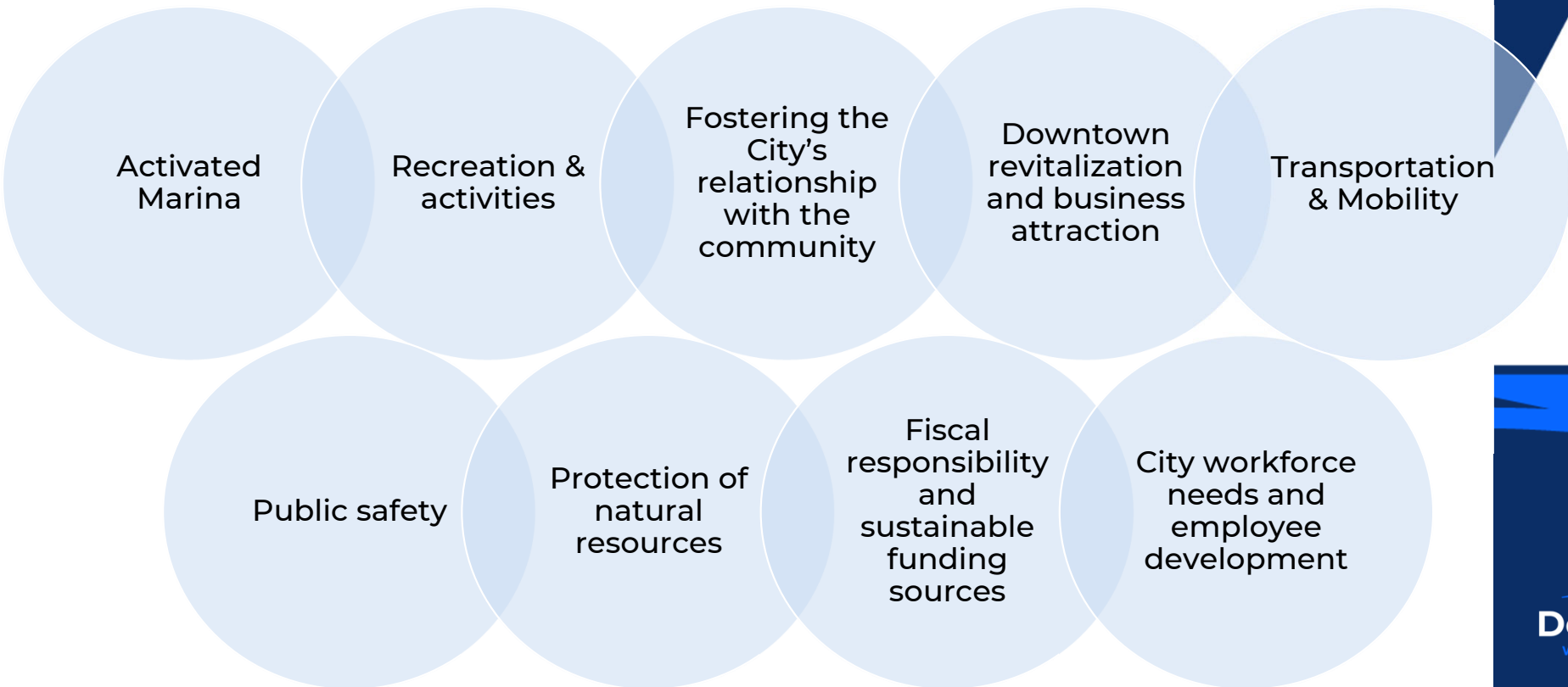
Resources and workforce staffing



Protecting natural areas, shorelines, and the environment



# Opportunities





# Strategic Planning Process Overview

Kick off meeting with City

**August 2025**

**Understand the Context**

Interviews with Mayor and City Council Members

**Fall 2025**

Community Focus Groups

Employee Survey

**October 2025**

**Engagement Activities**

Community Town Hall  
Community Survey

**December 2025**

Workshop with Executive Team

**January 2026**

**Strategic Planning Workshops**

Workshop with City Council

**February 2026**

Develop draft and final strategic plan for adoption

**Winter/Spring 2026**

**Develop the Strategic Plan**





**Des Moines**  
WATERLAND CITY

**City Council  
AGENDA ITEM**

BUSINESS OF THE CITY COUNCIL  
City of Des Moines, WA

**SUBJECT: Update on the City's Automated License Plate Reader System (30 Minutes)**

**ATTACHMENTS:**

1. Automated License Plate Reader Update PowerPoint

**FOR AGENDA OF:**

February 12, 2026

**DEPT OF ORIGIN:**

Police

**DATE SUBMITTED:**

January 29, 2026

**CLEARANCES:**

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**Purpose and Recommendation**

This presentation will update the City Council and community on Automated License Plate Reading Technology utilized by the Des Moines Police Department under a contract with FLOCK Group Inc.

**Suggested Motion:**

**Background**

The City of Des Moines entered into a contract with FLOCK Group, Inc. on November 30, 2022, for the purchase and installation of sixteen (16) Falcon pole-mounted cameras. The contract included installation at key locations throughout the City, along with Automated License Plate Reader (ALPR) technology and associated application features. City staff, the Police Department, and FLOCK representatives collaboratively identified optimal locations for deployment. Based on the finalized deployment strategy, the contract was subsequently amended to fifteen (15) devices.

This technology was discussed with the council and public at Public Safety Emergency Management Committee meetings on June 22, 2022, November 3, 2022 and May 4, 2023. A presentation was made to council on October 20, 2022 during the City Manager's Report with support for moving forward. The proposed contract was brought to council for approval on November 17, 2022. At that time, staff was approved to enter into a contract with Flock Group, Inc. The installation of FLOCK cameras started in the

second quarter of 2023, and the system became fully operational in late 2023. Since that time, the Des Moines Police Department has utilized the system as an investigative tool in numerous criminal investigations, including violent crimes.

In 2025, community members requested that the City Council further review the use of the FLOCK system. Several Councilmembers have since attended presentations by the Police Chief, including live demonstrations of the technology. In addition, the CEO of FLOCK Group, Inc. hosted sessions attended by Councilmembers and City staff to address questions and concerns and to provide technical information.

On January 8, 2026, Councilmember Jeremy Nutting requested a FLOCK update presentation at a future Council meeting. This request received unanimous support from the City Council.

**Discussion**

Presentation only at this time.

**Alternatives**

N/A

**Financial Impact**

The annual cost for system support and data services is \$50,000. Additional costs would apply if the contract were terminated early, including fees associated with contract cancellation and system removal.

**Recommendation**

Staff recommends the creation of a Transparency Portal on the City’s website to provide public information regarding system use. Staff will also continue to monitor relevant legislative activity at the state level, including Senate Bill 6002.



# Automated License Plate Reader Update

February 12, 2026

# About Automated License Plate Readers

FLOCK Safety is a private company providing security solutions to Law Enforcement Agencies and private companies.

5000 communities served by FLOCK, in 49 states

Services:

- Pole Mounted Automated License Plate Readers
- Vehicle/Mobile Automated License Plate Readers
- Security Cameras and Storage
- Drones as First Responder Systems
- Gunshot Detection Devices



**flock safety**



# FLOCK History in Des Moines

## Public Meetings about FLOCK:

- June 2, 2022; Public Safety & Emergency Management (PSEM)
- October 20, 2022; Council Presentation
- November 3, 2022; PSEM
- November 17, 2022; Council approves Contract
- May 4, 2023; Update on installation

## Contact Signed on November 20, 2022

- ALPR system agreement
- 16 Falcon Pole mounted cameras
- Installation and implementation fees
- Access to app and search features

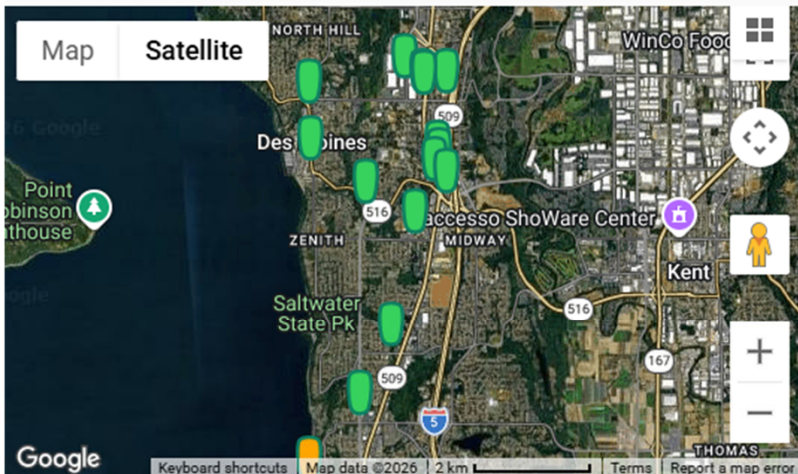
## Locations Identified with Input from FLOCK and City Staff

## Cameras Installed and Operational in June, 2023

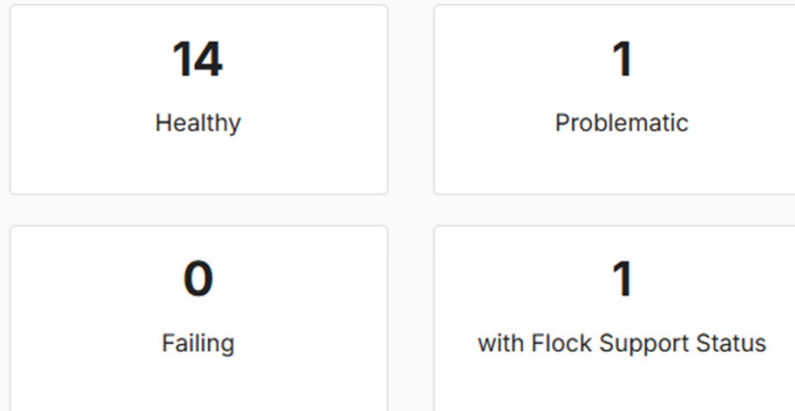


# FLOCK Cameras in Des Moines

## Des Moines WA PD



### 15 Total Devices



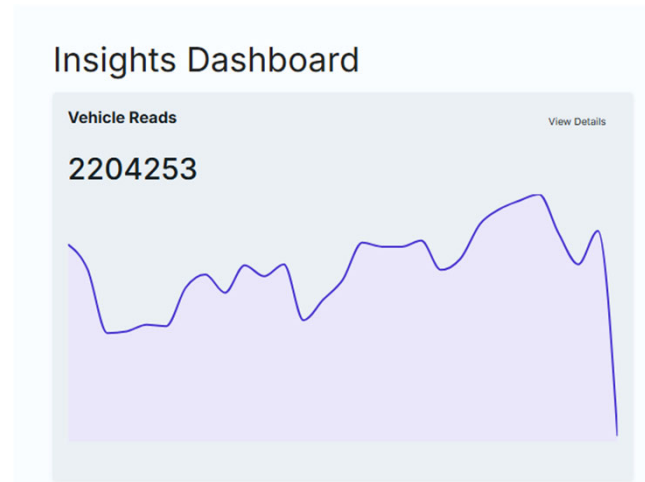
# Uses- Proactive

## How the System Works

- Images are captured as vehicles pass camera locations
- Cameras are oriented toward the rear of vehicles
- License plates are scanned and checked against authorized “hot lists”
- On-duty officers are notified of potential matches via text alert
- Serves as a force multiplier for patrol and investigations

## Privacy & Data Limitations

- No connection to the Washington State Department of Licensing
- Does not capture facial images
- No facial recognition technology is used



# Uses-Investigations

## Search Images for Vehicles

Plate (or partial)

State

Body Type

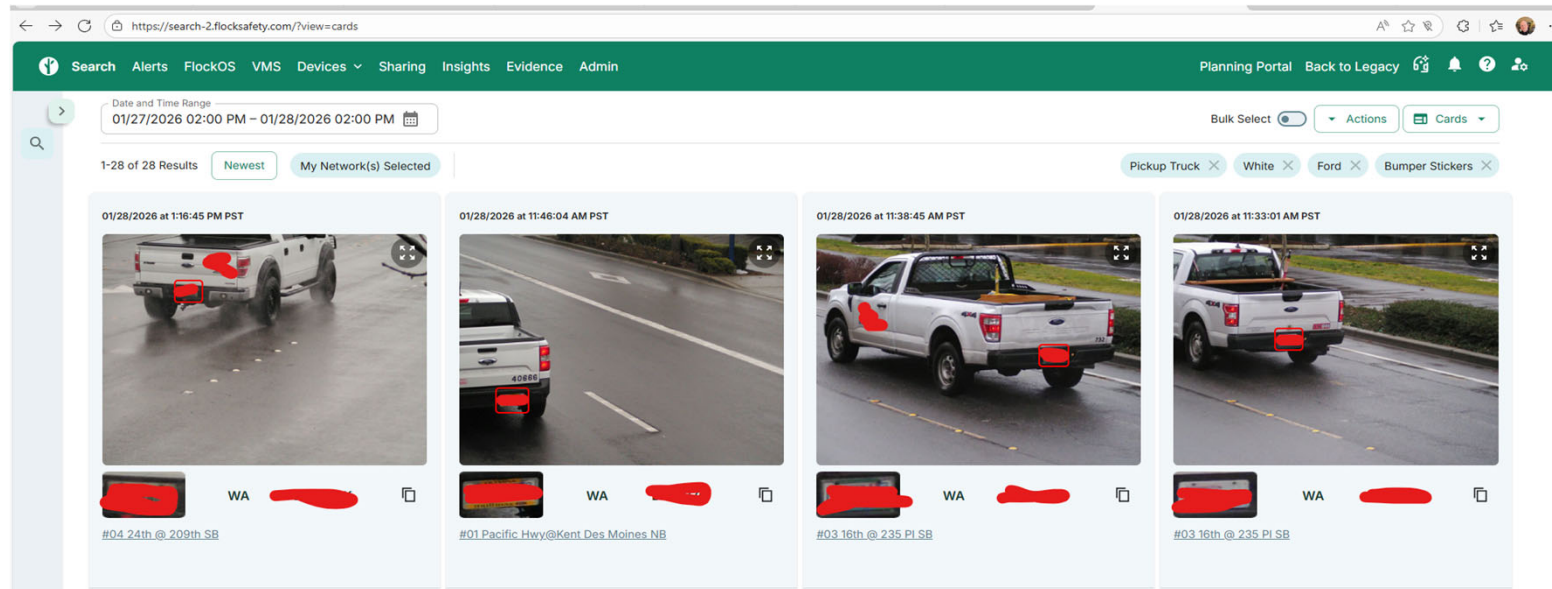
Make

Color

Identifiers (Window/Bumper Stickers, Roof Rack, Tool Box, Back Racks)

Images stored 30 days - then purged

Hundreds of hours of investigation in seconds



# Audit Tools

All Searches Require National Incident-Based Reporting System (NIBRS) Reason  
 All Searches Logged and Tracked  
 National Lookup and Federal Partners Restricted  
 Internal and External Audit – Regular Verification by Chiefs  
 Criminal Justice Information Services (CJIS) Complaint

https://analytics.flocksafety.com/network-audit

## Network Audit

**NOTE:** Search Reason and Case Number field inputs will depend on each individual organization's requirements. If the record contains \*\*\*, it means that information exists, but is only visible to the searching agency. Reach out to the searching agency to discuss additional details if needed.

Select a search type  January 1, 2026 - January 28, 2026  Include all records of searches on my networks

Sort

ID	Name	Org Name	Networks	Devices	Time Frame	License Plate	Reason	Case #	Filters	Search Time	Search Type
604771b3-416d-4983-a1fe-ed2fb4236bc	***	Covington WA PD	<a href="#">173 Networks</a>	<a href="#">2282 Devices</a>	September 1, 2025 1:30 PM January 9, 2026 1:30 PM	***	Stolen Property Offenses - C26000546	***		January 28, 2026 1:21 PM	Lookup
c9cc53b0-0bc2-465e-b8a7-29b841d06fbc	***	Covington WA PD	<a href="#">173 Networks</a>	<a href="#">2282 Devices</a>	January 4, 2026 1:30 PM January 9, 2026 1:30 PM	***	Stolen Property Offenses - C26000546	***		January 28, 2026 1:21 PM	Lookup
ea16d570-6eeb-4f11-8787-13531dff61ea	***	Federal Way WA PD	<a href="#">168 Networks</a>	<a href="#">1616 Devices</a>	January 28, 2026 12:30 PM January 28, 2026 1:30 PM	***	Human Trafficking - Lt. Req	***		January 28, 2026 1:21 PM	Lookup
267ed7a1-cb1d-4877-97c2-38cddb35a63	***	Pasco PD - WA	<a href="#">268 Networks</a>	<a href="#">4118 Devices</a>	January 27, 2026 1:30 PM January 28, 2026 1:30 PM	***	Traffic Infraction - Eluding	***		January 28, 2026 1:20 PM	Lookup
277de193-ddd7-4400-b447-180abd767312	***	Pasco PD - WA	<a href="#">268 Networks</a>	<a href="#">4118 Devices</a>	January 27, 2026 1:30 PM January 28, 2026 1:30 PM	***	Weapons Offense (Guns/Shots Fired) - WEAPONS	***		January 28, 2026 1:18 PM	Lookup
283f8396-c60c-466a-ba3b-5c57b53114f5	***	Pasco PD - WA	<a href="#">268 Networks</a>	<a href="#">4118 Devices</a>	January 27, 2026 1:30 PM January 28, 2026 1:30 PM	***	Weapons Offense (Guns/Shots Fired) - WEAPONS	***		January 28, 2026 1:17 PM	Lookup
9dc72f2d-df2c-4874-86ba-5300661e8868	***	Grant County WA SO	<a href="#">57 Networks</a>	<a href="#">1047 Devices</a>	December 29, 2025 1:17 PM January 28, 2026 1:17 PM	***	Drugs/Narcotics - Information	***	***	January 28, 2026 1:17 PM	Lookup
be74bf73-1d32-4c5e-8737-a9e3e6e91299	***	Grant County WA SO	<a href="#">57 Networks</a>	<a href="#">1047 Devices</a>	December 29, 2025 1:17 PM January 28, 2026 1:17 PM	***	Drugs/Narcotics - Information	***	***	January 28, 2026 1:17 PM	Lookup



# IT and FLOCK Security

- Des Moines Police Department is Washington State Patrol and FBI audited for CJIS compliance
- All Terminals DUO mobile protected
- FLOCK App- 6 digit random code multi-factor authentication (MFA) protected
- All FLOCK data is encrypted and cloud stored
- Intentional misuse policy/law
  - ACCESS Policy- Suspension for individual or agency
  - City IT Policy Violation-disciplinary action
  - General Orders Violation-disciplinary action
  - Criminal Law Violations-civil or criminal action



# Impact on Crime

58% reduction in stolen vehicles in last 12 months

Other cases identified by Detectives:

- 23-1979; Homicide investigation-suspect vehicle identified
- 23-1746, 1747 and 12-0145; Assisted to solve series of commercial burglary incidents
- 24-1996; Commercial burglary
- 24-1476 and 24-1533; Carjacking and Assault 1st Degree
- 24-2294; Robbery and Assault 1<sup>st</sup> Degree
- 24-2408; Robbery 1<sup>st</sup> Degree
- 24-2643; Assault 1<sup>st</sup> Degree
- 25-1555; Assault-shooting



# Recommendations

- Monitor Washington Legislature: Senate Bill 6002- “An Act Related to driver privacy protections and automated license plate reader systems”
- Create and publish a transparency portal on our web site

**Renton WA PD**  
Transparency Portal  
Last Updated: Sun Jan 25 2026

**Overview**

Renton WA PD uses Flock Safety technology to capture objective evidence without compromising on individual privacy. Renton WA PD utilizes retroactive search to solve crimes after they've occurred. Additionally, Renton WA PD utilizes real time alerting of hotlist vehicles to capture wanted criminals. In an effort to ensure proper usage and guardrails are in place, they have made the below policies and usage statistics available to the public.

**Policies**

What's Detected	Usage
License Plates, Vehicles	Data retention (in days) 30 days
What's Not Detected Facial recognition, People, Gender, Race	Number of LPR and other cameras 24
<b>Acceptable Use Policy</b> Data is used for law enforcement purposes only. Data is owned by Renton WA PD and is never sold to 3rd parties.	<b>Organizations granted access to Renton WA PD data</b> Auburn WA PD, Black Diamond WA PD, Clyde Hill WA PD, Des Moines WA PD, Edmonds WA PD, Enumclaw WA PD, Federal Way WA PD, Issaquah WA PD, Kent WA PD, King County International Airport (DNAL), Lake Stevens WA PD, Lynnwood WA PD, Marysville WA PD, Mill Creek WA PD, Newcastle WA PD, Olympia WA PD, Puyallup WA PD, SeaTac WA PD, Snohomish County WA, SD, Squamish WA PD, Tukwila WA PD, Yelm WA PD
<b>Prohibited Uses</b> Immigration enforcement, traffic enforcement, harassment or intimidation, usage based solely on a protected class (i.e. race, sex, religion). Personal use.	<b>Hotlists Alerted On</b> NOC, NCMC, Amber Alert
<b>Access Policy</b> All system access requires a valid reason and is stored indefinitely.	<b>Unique vehicles detected in the last 30 days</b> 599,219
<b>Hotlist Policy</b> Hotlist hits are required to be human verified prior to action.	<b>Hotlist hits in the last 30 days</b> 77
	<b>Searches in the last 30 days</b> 354
	<b>Public Search Audit</b> Download CSV

Provided by Flock Safety





**Des Moines**  
WATERLAND CITY

**City Council  
AGENDA ITEM**

BUSINESS OF THE CITY COUNCIL  
City of Des Moines, WA

**SUBJECT: Approval of Vouchers**

**ATTACHMENTS:**

1. Approval of Vouchers

**FOR AGENDA OF:**

February 12, 2026

**DEPT OF ORIGIN:**

Finance

**DATE SUBMITTED:**

February 02, 2026

**CLEARANCES:**

City Clerk

Finance

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**Purpose and Recommendation**

Voucher transfers and expense reimbursement claims have been audited and certified by the auditing office in compliance with RCW 42.24.080 and RCW 42.24.090.

**Suggested Motion:**

**Motion:** "I move to approve the payment vouchers through January 29, 2026 and payroll transfers through January 30, 2026 in the attached list and further described as follows:"

EFT Vendor Payments	#13053-13133	\$2,493,538.97
Wires	#3220-3236	\$1,030,966.49
Accounts Payable Checks	#167277-167349	\$436,635.41
Voided Checks	#166437	(\$292.97)
Payroll Checks	#2046-20048	\$288.89
Payroll Advice	#16296-16465	\$493,619.72

Total Checks and Wires for A/P & Payroll:		\$4,457,756.51
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**Background**

City Council review and approval of voucher reports is a key internal control that promotes transparency, accountability, and public trust in the City's financial operations. By examining vouchers after expenditures have occurred, the Council provides independent oversight to confirm that payments were properly authorized, supported by appropriate documentation, and made in accordance with the adopted budget, City policies, and applicable laws. This review helps ensure public funds are used for their intended purposes, strengthens fiscal discipline, and reinforces the separation of duties between staff who process payments and the elected officials responsible for safeguarding taxpayer resources.

**Discussion**

The vouchers below have been reviewed and certified by individual departments and the City of Des Moines Auditing Officer.

**Alternatives**

N/A

**Financial Impact**

As described above.

**Recommendation**

Approval of vouchers.



# Des Moines

WATERLAND CITY

**Voucher Certification Approval**  
**February 12, 2026**  
**Auditing Officer Certification**

Voucher transfers and expense reimbursement claims have been audited and certified by the auditing office in compliance with RCW 42.24.080 and RCW 42.24.090. A listing of these claims has been provided to the City Council.

On **February 12, 2026** the Des Moines City Council unanimously approved for payment the vouchers through January 29, 2026 and payroll transfers through January 30, 2026 as detailed in the attached list.

The vouchers below have been reviewed and certified by individual departments and the City of Des Moines Auditing Officer:

  
 \_\_\_\_\_  
 Jeff Friend, Finance Director

		# From	# To	Amounts
<b>Claims Vouchers:</b>				
EFT's		13053	13133	2,493,538.97
Wires		3220	3236	1,030,966.49
AP Checks		167277	167349	436,635.41
AP Voided Check		166437	166437	(292.97)
<b>Total Vouchers paid</b>				<b>3,960,847.90</b>
<b>Payroll Vouchers</b>				
Payroll Checks	1/20/2026	20046	20048	288.89
Payroll Advice		16296	16465	496,619.72
<b>Total Paychecks &amp; Direct Deposits</b>				<b>496,908.61</b>
<b>Total checks and wires for A/P &amp; Payroll</b>				<b>4,457,756.51</b>

**City Council  
AGENDA ITEM**

**BUSINESS OF THE CITY COUNCIL  
City of Des Moines, WA**

**SUBJECT: Approval of Minutes**

**ATTACHMENTS:**

1. January 22, 2026 Draft Minutes

**FOR AGENDA OF:**

February 12, 2026

**DEPT OF ORIGIN:**

City Clerk

**DATE SUBMITTED:**

February 02, 2026

**CLEARANCES:**

City Clerk

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**Purpose and Recommendation**

The purpose of this agenda item is for Council to review the minutes from the January 22, 2026 Regular City Council meetings.

**Suggested Motion:**

**Motion:** "I move to approve the minutes from the City Council Regular Meeting held on January 22, 2026."

**Background**

The City Clerk's Office has prepared action-format meeting minutes for City Council's consideration.

**Discussion**

**Alternatives**

The City Council may make corrections to errors and approve the meeting minutes as amended.

**Financial Impact**

**Recommendation**

Staff recommends Council approve the meeting minutes as presented.



**MINUTES**  
**DES MOINES CITY COUNCIL**  
**REGULAR MEETING**  
City Council Chambers  
21630 11th Avenue S, Suite C  
Des Moines, Washington  
Thursday, January 22, 2026 - 6:00 PM

**CALL TO ORDER**

Mayor Yoshiko Grace Matsui called the meeting to order at 6:00 PM.

**PLEDGE OF ALLEGIANCE**

The flag salute was led by Deputy Mayor Gene Achziger.

**ROLL CALL**

**Council Present:**

Mayor Yoshiko Grace Matsui, Deputy Mayor Gene Achziger, Councilmember Pierre Blossé, Councilmember Robyn Desimone, Councilmember JC Harris, Councilmember Jeremy Nutting, Councilmember Harry Steinmetz

**Staff Present:**

City Manager Katherine Caffrey; City Attorney Tim George; Police Chief Ted Boe; Assistant Police Chief Kevin Penny; Assistant Police Chief Cory Stanton; Director of Administrative Services Bonnie Wilkins; Harbormaster Scott Wilkins; Finance Director Jeff Friend; Assistant City Attorney Matthew Hutchins; City Prosecutor Tara Vaughn; Community Development Director Rebecca Deming; Planning & Development Services Manager Laura Techico; Public Works Director Mike Slevin; City Engineer Tommy Owen; Surface Water and Environmental Engineering Manager Tyler Beekley; Civil Engineer I Alex Johnson; Director of Court Administration Melissa Patrick; IT Manager Chris Pauk; Sergeant Eddie Ochart; Sergeant Shay Lamarsh; Sergeant Nate Chevallier; Sergeant Courtney Duncan; Sergeant Eric Morris; Corporal Austin Arneberg; Community Engagement Officer Tonya Seaberry; Crisis Response Specialist Monica Lara; Police Officer Abram English; Police Officer Make Hake; Police Officer Chase Ochart; Patrol Officer Jen Eshom; Police Officer David Stanton; Patrol Officer Tuan Huynh; Trainee Officer Omar Rivas-Cortez; and Deputy City Clerk Sara Lee.

## **CORRESPONDENCE NOT PREVIOUSLY RECEIVED BY COUNCIL**

There was no additional correspondence beyond the emails already received by Council.

Correspondence

## **COMMENTS FROM THE PUBLIC**

- Rus Higley, Sixgill Shark Way
- Victoris Andrews, Flock Cameras
- Chris DeLaRosa, Flock
- Judy Grand, Flock
- Check Coleman, Sixgill Shark
- Traci Buxton, Des Moines Chamber

January 22, 2026 Public Comment Sign-Up Sheet

## **REGIONAL COMMITTEE REPORT**

- Councilmember JC Harris gave Council an update on the Regional Transportation Committee (RTC) meeting held on January 16, 2026.

## **CITY MANAGER REPORT/PRESENTATIONS/BRIEFINGS**

Item 1.       **Police Promotions**  
                  **Sergeant Eric Morris**  
                  **Sergeant Shay LaMarsh**

Staff Presentation:  
Ted Boe, Police Chief

- Police Chief Ted Boe promoted Eric Morris and Shay LaMarsh to the rank of Sergeant.

Item 2.       **Recognition of Rotary of Des Moines and Normandy Park's**  
                  **Burning Boat Event**

- Jeff Gross with the Rotary Club of Des Moines and Normandy Park gave Council an update on the Burning Boat Event and presented a check of \$15,000 to the City of Des Moines for youth scholarships.

## CONSENT AGENDA

Item 1. **Approval of Vouchers**

**Motion:**"I move to approve the payment vouchers through January 08, 2026 and payroll transfers through January 09, 2026 in the attached list and further described as follows:"

EFT Vendor Payments #12945 - 13052		\$ 920,216.49
Wires #3203 - 3219		\$ 329,074.79
Accounts Payable #167255 - 167276		\$ 84,612.21
Checks		
Payroll Checks #20041 - 20044		\$ 5,740.06
Payroll Advice #16104 - 16266		\$ 485,021.64
Payroll Checks #20045		\$ 4,722.94
Payroll Advice #16267 - 16295		\$ 107,119.01

Total Checks and Wires for A/P & Payroll: \$ 1,936,507.14

Item 2. **Approval of Minutes**

**Motion:** "I move to approve the minutes from the City Council Regular Meeting held on January 08, 2026."

Item 3. **Business License Model Ordinance Update - 2nd Reading**

**Motion:** "I move to enact Draft Ordinance No. 25-124, updating the City of Des Moines Business License Code."

Item 4. **North Hill Walkway Improvements Project– Right-of-Way Acquisitions**

**Motion 1:** "I move to approve and accept a fee simple acquisition of 2,438 SF and a temporary construction easement of 1,218 SF on Tax Parcel #294600-0285, owned by Katherine Orizotti, as well as provide compensation to the owner in the amount of \$52,400.00 for said right-of-way acquisition, as well as damages in the amount of \$57,100.00, for a total of \$109,500.00 (rounded), and further authorize the City Manager to sign the fee simple acquisition, the temporary construction easement and Real Property Voucher Agreement substantially in the form as submitted."

**Motion 2:** "I move to approve and accept a fee simple acquisition of 1,289 SF and a temporary construction easement of 1,687 SF on Tax Parcel #294600-0191, owned by Daniel Keto, as well as provide compensation to the owner in the amount of \$33,800 for said right-of-way acquisition, as well as damages in the amount of \$25,620.00 for a total of \$59,420.00 (rounded), and further authorize the City Manager to sign the fee simple acquisition, the temporary construction easement and Real Property Voucher Agreement

substantially in the form as submitted.

- Item 5. **State of Washington Department of Ecology 2025-2027 Water Quality Stormwater Capacity Grant Award**  
**Motion:** "I move to accept the State of Washington Department of Ecology 2025-2027 Water Quality Stormwater Capacity Grant Award for the City of Des Moines and authorize the City Manager to sign the Grant Agreement substantially in the form as submitted."
- Item 6. **2026-2027 Recycling Program Professional Services Contract**  
**Motion:** "I move to approve the Agreement with Olympic Environmental Resources in an amount not to exceed \$100,222.00, and authorize the City Manager to sign the Agreement substantially in the form as submitted."
- Item 7. **Approval of Amendments to the Conservation Futures Interlocal Cooperation**  
**Motion 1:** "I move to approve the Amendment #2 to the Conservation Futures Interlocal Cooperation Agreement between the City of Des Moines and King County for Open Space Acquisition Projects, and further authorize the City Manager to sign said Interlocal Agreement Amendment substantially in the form as submitted."  
  
**Motion 2:** "I move to approve the Amendment #3 to the Conservation Futures Interlocal Cooperation Agreement between the City of Des Moines and King County for Open Space Acquisition Projects, and further authorize the City Manager to sign said Interlocal Agreement Amendment substantially in the form as submitted."
- Item 8. **Unit Lot Subdivision, Lot Splitting, and Substandard or Nonconforming Lot Regulations Update - 2nd Reading**  
**Motion:** "I move to adopt Draft Ordinance 25-117 adopting the Unit Lot Subdivision, Lot Splitting, and Substandard or Nonconforming Lot Ordinance."
- Item 9. **6th and 287th Storm Project Task Assignment Amendment**  
**Motion:** "I move to approve the amendment to the 2024-2025 On-Call General Civil Engineering Services Task Assignment 2024-05 with Parametrix to complete design and permitting services for the 6th and 287th Storm Project in the amount of \$86,000.00, and authorize the City Manager to sign said amendment in the form as submitted."
- Item 10. **Des Moines Creek Estuary Project, On-Call General Engineering Services Task Assignment with Parametrix and Grant Awards**  
**Motion 1:** "I move to accept the King County Flood Control District's Cooperative Watershed Management Grant Award in the amount of \$210,000 for the Des Moines Creek Estuary Project and authorize the

City Manager to sign the Grant Agreements substantially in the form as submitted."

**Motion 2:** "I move to accept the King County Flood Control District's Flood Reduction Grant Award in the amount of \$150,000 for the Des Moines Creek Estuary Project and authorize the City Manager to sign the Grant Agreements substantially in the form as submitted."

**Motion 3:** "I move to approve the 2026-2027 On-Call General Civil Engineering Services Task Assignment 2026-01 with Parametrix to provide continued design and permitting services on the Des Moines Creek Estuary Project in the amount of \$360,000.00 and authorize the City Manager to sign said Task Assignment substantially in the form as submitted."

**Direction/Action**

**Motion** made by Councilmember Jeremy Nutting to approve the Consent Agenda as read, seconded by Councilmember Pierre Blosse.

**Motion 7-0.**

**UNFINISHED BUSINESS**

Item 1. **Creation of Ad Hoc Franchise Committee**

Staff Presentation:

Tim George, City Attorney

**Motion:** "I move to re-establish the Ad Hoc Franchise Committee to assist with negotiations of utility franchise agreements expiring in June 2026."

- City Attorney Tim George gave Council a PowerPoint Presentation on the Creation of an Ad Hoc Franchise Committee.

**Direction/Action**

**Motion** made by Councilmember Jeremy Nutting to re-establish the Ad Hoc Franchise Committee to assist with negotiations of utility franchise agreements expiring in June 2026, seconded by Councilmember Robyn Desimone.

**Motion 6-1.**

**For:** Councilmember Gene Achziger, Councilmember Pierre Blosse, Councilmember Robyn Desimone, Councilmember Yoshiko Grace Matsui, Councilmember Jeremy Nutting, Councilmember Harry Steinmetz

**Against:** Councilmember JC Harris

## NEW BUSINESS

- Item 1.       **Airport Advisory Committee 2026 Workplan**  
Staff Presentation:  
Rebecca Deming, Community Development Director

**Motion:** "I move to approve the Airport Advisory Committee 2026 Workplan as presented"

- Airport Advisory Committee Chair Joe Dusenbury gave Council a PowerPoint Presentation on the Airport Advisory Committee 2026 Workplan.

### **Direction/Action**

**Motion** made by Councilmember Jeremy Nutting to approve the Airport Advisory Committee 2026 Workplan as presented, seconded by Councilmember Harry Steinmetz.

### **Motion 6-1.**

**For:** Councilmember Gene Achziger, Councilmember Pierre Blossé, Councilmember Robyn Desimone, Councilmember Yoshiko Grace Matsui, Councilmember Jeremy Nutting, Councilmember Harry Steinmetz

**Against:** Councilmember JC Harris

- Item 2.       **Public Defender Contract Update**  
Staff Presentation:  
Jeff Friend, Finance Director

**Motion:** "I move to approve the contract with Stewart MacNichols Harmell, Inc. P.S. for indigent public defense services for the period February 1, 2026 through January 31, 2028."

- Finance Director Jeff Friend gave Council a PowerPoint Presentation update on the Public Defender Contract.

### **Direction/Action**

**Motion** made by Councilmember Harry Steinmetz to approve the contract with Stewart NacNichols Harmell, Inc. P.S. for indigent public defense services for the period February 1, 2026 through January 31, 2028, seconded by Councilmember Jeremy Nutting.

### **Motion 7-0.**

- Item 3.       **New Agenda Items for Consideration**

- Councilmember Harry Steinmetz proposed an agenda item regarding the commemorative renaming of either Redondo Way S or 6th Ave to Sixgill. Council Supported.

## **COUNCILMEMBER REPORTS - (4 minutes per Councilmember) - 30 minutes**

COUNCILMEMBER HARRY STEINMETZ

- Pete von Reichbauer's "Good Eggs" Breakfast

COUNCILMEMBER JC HARRIS

- Korean American Day
- Martin Luther King Celebration

COUNCILMEMBER ROBYN DESIMONE

- Association of Washington Cities

COUNCILMEMBER JEREMY NUTTING

- No Report

COUNCILMEMBER PIERRE BLOSSE

- Planning Commission Application

DEPUTY MAYOR GENE ACHZIGER

- Association of Washington Cities Action Days

## **PRESIDING OFFICER'S REPORT**

- Congratulated the Sergeants
- Thanked Legacy and Rotary of Des Moines and Normandy Park
- Strategic Planning
- Spring Events - Soccer, Eggstraveganza
- Chamber of Des Moines

## **EXECUTIVE SESSION**

Pending Litigation Under RCW 42.30.110(1)(i) - 15 Minutes

The Special Meeting was called to order by Mayor Yoshiko Grace Matsui at 7:22 p.m.

**Roll Call****Council Present:**

Councilmember Gene Achziger, Councilmember Pierre Blossé, Councilmember Robyn Desimone, Councilmember Yoshiko Grace Matsui, Councilmember JC Harris, Councilmember Jeremy Nutting, Councilmember Harry Steinmetz

**Staff Present:**

City Manager Katherine Caffrey, City Attorney Tim George, and Public Works Director Mike Slevin

The purpose of the Special Meeting was to hold an Executive Session to discuss the Pending Litigation under RCW 42.30.110(1)(i).

The Executive Session was expected to last until 7:37 p.m.

The Special Meeting lasted 15 minutes and adjourned at 7:37 p.m.

**NEXT MEETING DATE**

February 05, 2026 City Council Study Session

**ADJOURNMENT****Direction/Action**

**Motion** made by Councilmember Gene Achziger to Adjourn, seconded by Councilmember Jeremy Nutting.

**Motion 7-0.**

The meeting adjourned at 7:38 p.m.

**City Council  
AGENDA ITEM**

**BUSINESS OF THE CITY COUNCIL  
City of Des Moines, WA**

**SUBJECT: Density Bonus for Religious Properties Ordinance - 1st Reading (10 Minutes)**

**ATTACHMENTS:**

1. Draft Ordinance No. 25-125
2. Density Bonus for Religious Properties PowerPoint

**FOR AGENDA OF:**

February 12, 2026

**DEPT OF ORIGIN:**

Community Development

**DATE SUBMITTED:**

January 27, 2026

**CLEARANCES:**

Community Development  
Public Works

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**Purpose and Recommendation**

The purpose of this agenda item is for the Council to hold a Public Hearing and consider passing a Draft Ordinance to a second reading adopting the Density Bonus for Religious Properties Draft Ordinance No 25-125.

**Suggested Motion:**

**Motion:** "I move to pass draft Ordinance 25-125 to a second reading on March 12, 2026."

**Background**

The Washington State Legislature passed Substitute House Bill (SHB) 1377 in 2019 that added into law RCW 36.70A.545, related to a density bonus for religious properties. RCW 36.70A.545 requires that cities provide an increased density bonus for affordable housing located on property owned by religious organizations. The law facilitates affordable housing development by requiring a density bonus, subject to certain conditions.

**Discussion**

The City's compliance with Washington State house bill 1377 will assist Des Moines' religious organizations in providing housing for those in need. While modifying the municipal code will allow for more housing, projects will still be required to comply with environmentally critical areas and shoreline regulations, and other practical site

development constraints, such as the presence of septic drain fields or significant trees in certain neighborhoods, as outlined in the Des Moines Municipal Code (DMMC). Site specific project impacts will be evaluated with project applications during the development phase in accordance with all applicable regulations.

City staff is proposing to add a new DMMC chapter titled “Density Bonus” that will be located in Title 18 DMMC. Staff prepared draft Ordinance 25-125 of the proposed density bonus for religious properties provisions and will outline the density bonus requirements for sites owned by religious organizations.

**Alternatives**

State law (chapter 36.70A RCW) requires cities to revise their regulations as needed to conform with density bonus for religious properties requirements. The City Council may:

- 1. Enact the proposed Draft Ordinance No. 25-125 as written.
- 2. Enact Draft Ordinance No. 25-125 with amendments.
- 3. Pass enactment of Draft Ordinance No. 25-125 to a second reading.

**Financial Impact**

Unknown

**Recommendation**

Staff recommends passing Draft Ordinance 25-125 relating to land use and updating regulations related to density bonus for religious properties to a second reading on March 12, 2026.

**CITY ATTORNEY'S FIRST DRAFT 12/29/2025**

**DRAFT ORDINANCE NO. 25-125**

AN ORDINANCE OF THE CITY OF DES MOINES, WASHINGTON relating to land use, creating a density bonus for housing on religious properties, and adding a new chapter to Title 18 DMMC entitled "Density Bonus".

**WHEREAS**, Engrossed Substitute House Bill (ESHB) 1377 (2019) amended RCW 36.70.545 related to density bonus for religious properties, and

**WHEREAS**, per RCW 36.70A.545 an increased density bonus for affordable housing located on property owned by a religious organization must be allowed. The state has set forth standards that require jurisdictions to allow for density bonuses for housing developments proposed on sites that are owned by religious organizations, and

**WHEREAS**, Des Moines Comprehensive Plan Policy HOU 5.1 encourages the implementation, promotion, and enforcement of fair housing policies and practices so that every person has equitable access and opportunity to thrive in their communities of choice, regardless of their race, gender identity, sexual identity, ability, use of a service animal, age, immigration status, national origin, familial status, religion, source of income, military status, or membership in any other relevant category of protected class, and

**WHEREAS**, the City is required under RCW 36.70A.040(4)(d) to implement the goals and policies of the City's Comprehensive Plan by adoption of implementing development regulations, and

**WHEREAS**, On December 8, 2025, the City submitted the proposed amendment to the Washington State Department of Commerce for its expedited 30-day review and received documentation of completion of the procedural requirement (Submittal ID 2025-S-11222), and

**WHEREAS**, the changes proposed by this ordinance have been processed in accordance with the requirements of the State Environmental Policy Act (SEPA), a final determination of non-significance was issued by the responsible official, and the appropriate comment period has expired, and

**WHEREAS**, the Des Moines City Council held a duly noticed public hearing on February 12, 2026, and

**WHEREAS**, based on careful consideration of the facts and law, the City Council finds that the proposed amendments attached and incorporated herein should be approved as presented; now therefore,

**THE CITY COUNCIL OF THE CITY OF DES MOINES ORDAINS AS FOLLOWS:**

**Sec. 1. Title.**

This chapter shall be entitled "Density Bonus".

**Sec. 2. Application.**

This chapter shall apply to all property owned by religious organizations as defined by RCW 36.01.290.

**Sec. 3. Purpose.**

The purpose of this chapter is to establish standards for housing on property owned by religious organizations within the City who request a Density Bonus.

**Sec. 4. Authority.**

This chapter is adopted pursuant to the provisions of RCW 36.70A.545 and other applicable laws.

**Sec. 5. Density Bonus Standards.**

Real property owned or controlled by religious organizations may qualify for a 50 percent density bonus for housing units when developing single-family residences or apartment buildings; provided, that:

(1) One hundred percent of the units are dedicated as affordable housing and set aside for or occupied exclusively by low-income households as defined by RCW 35A.63.300(6)(b);

(2) The units shall be maintained as affordable for a term of at least 50 years, and the property shall satisfy that

commitment and all required affordability and income eligibility conditions, even if the religious organization no longer owns the property:

(a) The applicant shall record a covenant or deed restriction that ensures the continuing rental or ownership of units for a period of no less than 50 years.

(b) The covenant or deed restriction must address how affordability will be defined, managed, and controlled under scenarios for both ownership and rental housing. The covenant must commit to renting or selling the required number of units as affordable housing.

(3) The affordable housing development does not discriminate against any person who qualifies as a member of a low-income household based on race, creed, color, national origin, sex, veteran or military status, sexual orientation, or mental or physical disability; or otherwise act in violation of the federal Fair Housing Amendments Act of 1988;

(4) The religious organization developing the affordable housing development must pay all fees, mitigation costs and other charges required through the development of the affordable housing development;

(5) Religious organizations rehabilitating an existing affordable housing development as defined by RCW 35A.63.300(6) (a) are also eligible to pursue a density bonus under this section; and

(6) The proposal is consistent with the development standards of the underlying zone.

**Sec. 6. Codification.** Sections 1 through 5 of this ordinance shall be codified as a new chapter in Title 18 DMMC.

**Sec. 7. Severability - Construction.**

(1) If a section, subsection, paragraph, sentence, clause, or phrase of this ordinance is declared unconstitutional or invalid for any reason by any court of competent jurisdiction, such

Ordinance No. \_\_\_\_  
Page 4 of 4

decision shall not affect the validity of the remaining portions of this ordinance.

(2) If the provisions of this ordinance are found to be inconsistent with other provisions of the Des Moines Municipal Code, this ordinance is deemed to control.

**Sec. 8. Effective date.** This ordinance shall take effect and be in full force five (5) days after its passage, approval, and publication in accordance with law.

**PASSED BY** the City Council of the City of Des Moines this \_\_\_\_ day of \_\_\_\_\_, 2026 and signed in authentication thereof this \_\_\_\_ day of \_\_\_\_\_, 2026.

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M A Y O R

APPROVED AS TO FORM:

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City Attorney

ATTEST:

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City Clerk

Published: \_\_\_\_\_



# Density Bonus For Religious Properties

REBECCA DEMING, COMMUNITY DEVELOPMENT DIRECTOR

CITY COUNCIL 2/12/2026

## What is House Bill (HB) 1377

**New State Legislation** – The State’s Growth Management Act requires the City to comply with House Bill 1377 (2019-24) and RCW 36.70A.545.

**Purpose** - RCW 36.70A.545 facilitates affordable housing development by providing a density bonus for property owned by religious organizations.

### **Notable Requirements:**

- The City must allow an increased density bonus consistent with local needs for any affordable housing development located on property owned or controlled by a religious organization.
- The affordable housing development must be part of a lease or other binding obligation that requires the development to be used exclusively for affordable housing purposes for at least fifty years.
- The religious organization developing the affordable housing must pay all fees, mitigation costs, and other required charges.



# Motion

“I move to pass draft Ordinance 25-125 to a second reading on March 12, 2026.”





**Des Moines**  
WATERLAND CITY

**City Council  
AGENDA ITEM**

BUSINESS OF THE CITY COUNCIL  
City of Des Moines, WA

**SUBJECT: Planning Commission Appointments (30 Minutes)**

**ATTACHMENTS:**

1. Planning Commission Applicants
2. Planning Commission Spreadsheet

**FOR AGENDA OF:**

February 12, 2026

**DEPT OF ORIGIN:**

Community Development

**DATE SUBMITTED:**

February 02, 2026

**CLEARANCES:**

Community Development  
City Clerk

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**Purpose and Recommendation**

The purpose of this agenda item is for Council to consider the applications received and appoint seven members to the Planning Commission.

**Suggested Motion:**

**Motion:** "I move the appointment of \_\_\_\_\_(four (4) commissioners) to the Planning Commission to four-year terms and the appointment of \_\_\_\_\_(three (3) commissioners) to the Planning Commission to two-year terms."

**Background**

The Council approved an ordinance at the December 04, 2025 council meeting, which updates to the Municipal Code for the establishment of the Planning Commission. The ordinance includes the following:

Number of Members: Seven (7) Commissioners.

Term: Four years. Three of the seven initial terms are two-year appointments to stagger the terms.

**Membership:**

Five members should consist of members qualified by experience or interests in areas related to topics related to Growth Management, Land Use, Housing, Transportation, Economic Development, Parks, or Environment management.

One should include an owner, operator, or employee of a small business within the City limits. Requirements for Residency:

- Members of the Commission shall be residents of the City who have lived within the City for at least one year prior to appointment to the Commission.
- One member of the Commission may be a nonresident if the member has been an owner, operator, or employee of a small business operating within the City limits for at least one (1) year prior to appointment to the Commission.

Members of the Commission shall not sit on any other City standing commissions or committees.

On January 08, 2026, the Council approved the process in which the appointment will move forward. Each Councilmember will provide their recommended seven (7) commissioners and the commissioners with the top seven (7) votes becomes the Planning Commission.

### **Discussion**

The City received fifteen qualified applicants which are attached, including a summary spreadsheet prepared by staff to assist in Council appointment. As each council member states their recommended appointment selection staff will tally the votes for the top seven applicants. If necessary, a second or third round of voting will proceed until only seven applicants remain.

Additionally, three commissioners are to only serve an initial term of two years in order to stagger future appointments. Staff is recommending putting those names in a hat (or digitized random selector) to draw names to serve for the two-year terms.

### **Alternatives**

1. Select seven Planning Commissioners from the applicants
2. Extend and re-advertise for additional applicants (The Planning Commission would not have a quorum if needed)

### **Financial Impact**

None

### **Recommendation**

Staff recommends selection of seven applicants and council appointment to the Planning Commission.

	<b>Name</b>	<b>Business Owner (Y/N)</b>	<b>Neighborhood</b>	<b>Yrs in DM</b>	<b>Occupation/Background</b>	<b>Prior City Experience</b>
1	Samuel Randolph	N	North Hill	2-5	Construction/ Inspections	None
2	Henry Fleming	N	Central	10+	Research/ Political Science	None
3	Charles (Chuck) Coleman	N	Redondo	5-10	Real Estate	CAC 2023 - 2025
4	Robert Back	Y	South	10+	Property Manager/ Former Councilmember	Des Moines Council Member 2016-2020, Des Moines Environment Committee Chair 2016-2018, Des Moines Transportation Committee Co-Chair 2018-2020, SCORE Jail Board of Directors Representative for Des Moines 2016-2020, AWC Board of Directors Representative for 17 District Cities 2018-2020, SCA Representative for Des Moines 2016-2018
5	Douglas Patton	Y	Zenith	10+	Construction Company	None
6	Traci Buxton	N	Central	10+	Chamber of Commerce/ Former Mayor/ Councilmember	Current: The Des Moines Chamber of Commerce Previous: Mayor, City Council, Regional Service at the Highest Policy Level
7	Nicole Gunkle	N	Marina District	1-2	Government Relations/ Trade Specialist	None
8	Susan White	N	Redondo	10+	Real Estate/ Former Councilmember/ Historic Preservation	Citizens Advisory Board
9	Barton DeLacy	Y	Woodmont	5-10	Real Estate/ Planning	Des Moines representative, Stakeholder Advisory Round Table (StART) • Airport Advisory Committee, Ongoing 2025 • Citizen Advisory Board, Ongoing 2024
10	Manuel Aleman	N	South	1-2	Equipment Operator	None
11	Brian Jacobson	N	Woodmont	10+	Teacher	None
12	Aileen Evans	N	Central	10+	Local Government Permit Technician/ Retail Manager	Senior Services Advisory Board - 2023 to July 2025 and again for a new term July 2025 to present Citizens Advisory Board - July 2025 to present
13	Michelle Curry	Y	Woodmont	10+	Business Owner	None

	<b>Name</b>	<b>Business Owner (Y/N)</b>	<b>Neighborhood</b>	<b>Yrs in DM</b>	<b>Occupation/Background</b>	<b>Prior City Experience</b>
14	Colleen Gants	N	Zenith	5 - 10	Communications/ Marketing/ Public Affairs	Citizens Advisory Board
15	Danielle Anderson	N	North Hill	2-5	Architecture & Urban Design	None

	Applicant 1	Applicant 2	Applicant 3	Applicant 4	Applicant 5	Applicant 6	Applicant 7	Applicant 8	Applicant 9	Applicant 10	Applicant 11	Applicant 12	Applicant 13	Applicant 14	Applicant 15	Total
Deputy Mayor Gene Aczhiger		1			1		1	1		1	1		1			7
Councilmember Harry Steinmetz	1	1	1		1	1				1		1				7
Councilmember JC Harris	1	1				1			1		1	1	1			7
Councilmember Robyn Desimone		1		1	1	1	1			1		1				7
Councilmember Jeremy Nutting		1	1	1	1	1	1			1						7
Councilmember Pierre Blosse				1		1	1			1	1			1	1	7
Mayor Yoshiko Grace Matsui	1			1	1	1	1				1			1		7
TOTAL	3	5	2	4	5	6	5	1	1	5	4	3	2	2	1	

Applicant 1	Aleman, Manuel
Applicant 2	Anderson, Danielle
Applicant 3	Back, Robert
Applicant 4	Buxton, Traci
Applicant 5	Coleman, Charles
Applicant 6	Curry, Michelle
Applicant 7	DeLacy, Barton
Applicant 8	Evans, Aileen
Applicant 9	Fleming, Henry
Applicant 10	Grants, Colleen
Applicant 11	Gunkle, Nicole
Applicant 12	Jacobson, Brian
Applicant 13	Patton, Doug
Applicant 14	Randolph, Samuel
Applicant 15	White, Susan

**City Council  
AGENDA ITEM**

BUSINESS OF THE CITY COUNCIL  
City of Des Moines, WA

**SUBJECT: Establishment of a Salary Commission (30 Minutes)**

**ATTACHMENTS:**

1. 2026 Salary Commission Discussion PowerPoint

**FOR AGENDA OF:**

February 12, 2026

**DEPT OF ORIGIN:**

Administration

**DATE SUBMITTED:**

February 02, 2026

**CLEARANCES:**

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**Purpose and Recommendation**

The purpose of this agenda item is to continue the City Council's ongoing discussion regarding the framework for establishing City Council compensation and to seek policy direction on whether the Council wishes to explore the use of an independent salary commission as authorized under Washington State law. This is a discussion item only. No ordinance is proposed at this time.

**Suggested Motion:**

**Motion:** "I move to direct staff to draft an ordinance establishing a salary commission pursuant to RCW 35.21.015, consistent with the framework discussed, and return it to the City Council for future consideration."

**Background**

At the October 23, 2025, City Council meeting, the Council requested information regarding a potential adjustment to City Council compensation. Staff returned on November 13, 2025, with an overview of the legal framework governing how compensation for elected officials may be established or adjusted under Washington law. Staff returned again on December 4, 2025, with survey data from other jurisdictions to provide additional context.

Those discussions focused on the ordinance-based approach for setting City Council compensation, including statutory limitations, constitutional timing requirements, and the requirement that any changes apply prospectively to future terms of office.

As a continuation of that discussion, staff is now providing information on an alternative

framework available under state law: the establishment of an independent salary commission.

This discussion does not include review of compensation amounts or structures.

### **Discussion**

Under Washington law, City Council compensation may be established either by ordinance or by an independent salary commission formed pursuant to RCW 35.21.015.

Unlike the ordinance-based approach previously discussed, a salary commission model delegates authority for setting compensation for elected officials to an independent body established by ordinance. When acting within the authority granted by the ordinance and state law, a salary commission's compensation determinations are not subject to amendment or approval by the City Council.

The intent of this discussion is to provide a high-level overview of how a salary commission functions, clarify the respective roles of the City Council and the commission, and identify the specific framework decisions that would be required if the Council elects to direct staff to draft an ordinance establishing a salary commission.

The Council may also choose to take no action and continue using the existing ordinance-based framework for City Council compensation.

### **Policy Questions for Council Discussion**

(For discussion only)

If the Council wishes to consider moving forward, the following questions reflect the framework decisions that would be needed in order for staff and the City Attorney to draft an ordinance:

Does the Council wish to pursue the establishment of an independent salary commission under RCW 35.21.015 as a future framework for setting City Council compensation?

If so, what direction does the Council wish to provide regarding the framework of the salary commission, including:

- Commission size (Council discretion; typically 3–5 members)
- Eligibility and conflict-of-interest requirements (state law minimums apply; Council may add local requirements)
- Term length and staggering (state law limits service to two terms; Council selects term length)
- Frequency of salary review (e.g., annual, biennial, or other interval)
- Compensation (generally no compensation is provided)

### **Alternatives**

No action. The Council may elect to continue with the existing ordinance-based compensation framework and revisit the topic at a future time.

**Financial Impact**

No changes to current impacts at this time.

**Recommendation**

N/A



# Salary Commission Discussion

February 12, 2026

# Purpose

- Introduction to the salary commission model
- Seek policy direction on whether the Council wishes to explore this option further; or
- Direct staff to enact an ordinance



# Background

- Council reviewed whether their current compensation remained appropriate based on responsibilities and the broader municipal market.  
*\* City Council Compensation survey completed*
- **Current Status:** \$250/\$350 per meeting capped at (40) meetings per year.
- Compensation structure has not been updated since Ordinance 1253 in 1999.
- State law allows compensation to be set only by ordinance or a salary commission.
- Council indicated initial interest in the ordinance option.
- December 4, 2025, Council requested information regarding salary commissions.



# What is a Salary Commission?

- ❑ A salary commission is a formal, independent body established by the City through action of the City Council, consistent with RCW 35.21.015
- ❑ It is made up of members of the public, not elected officials or City staff (members are appointed by the Mayor and confirmed by Council)
- ❑ Its role is to set compensation for elected officials, rather than the Council setting its own pay



# Salary Compensation Scope

- ❑ The commission meets publicly and makes decisions independently from the City Council
  - The salary commission decides on the amount of compensation for elected officials
  - Increases would go into effect on the next regular pay day
  - Decreases would go into effect at the start of the next term
- ❑ The salary commission's authority is limited to setting compensation for elected officials; it does not make broader City policy or budget decisions



# Salary Commission Formation

## City Council Role

- Decide whether to use a salary commission
- Decide the framework (size, term length, compensation, frequency of salary review, eligibility requirements etc.)
- Direct staff to draft an ordinance, if Council chooses to proceed

## City Staff Role

- Draft an ordinance that reflects Council's direction
- Ensure consistency with state law
- Return the ordinance to Council for consideration

## After an Ordinance Is Adopted

- The City would solicit applications from members of the public to serve on the salary commission



# Council Direction

**IF** the Council wanted staff to proceed, with drafting an ordinance establishing a salary commission, the following direction will be needed.

- **Commission size:** Council discretion; typically 3-5 members
- **Eligibility and conflict of interest requirements:** State law minimums apply; Council may choose to add local requirements such as City residency or limits on serving on other City committees or commissions. State law excludes City staff and their immediate family members.
- **Term Length and staggering:** State law limits to (2) terms; Council determines whether terms are (2), (3), or (4) years.
- **Frequency of salary review:** For example, annual, biennial, or every (4) years
- **Compensation:** Whether to authorize compensation for members of the commission, and if so, the amount and structure of that compensation, as permitted under WA state law.



# Council Questions and Discussions

These are the decisions Legal will need in order to draft an ordinance, if Council wishes to move forward.

- How many members should be on the salary commission?
- Should there be any eligibility rules beyond state law?
- What should the term-length be for commissioners?
- How often should the salary commission review compensation?
- Should salary commission members receive compensation? If so, how much?



# Motion

**“I move to direct staff to draft an ordinance establishing a salary commission pursuant to RCW 35.21.015, consistent with the framework discussed, and to return the ordinance to the City Council for future consideration.”**





**Des Moines**  
WATERLAND CITY

**City Council  
AGENDA ITEM**

BUSINESS OF THE CITY COUNCIL  
City of Des Moines, WA

**SUBJECT: New Agenda Items for Consideration (10 Minutes)**

**ATTACHMENTS:**  
None

**FOR AGENDA OF:**  
February 12, 2026

**DEPT OF ORIGIN:**  
Administration

**DATE SUBMITTED:**

**CLEARANCES:**

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**Purpose and Recommendation**

**Suggested Motion:**

**Background**

**Discussion**

**Alternatives**

**Financial Impact**

**Recommendation**