

Council District No. 4 Applicants

Applicants		
	Last Name	First Name
1	Abraham	Tae
2	Arent	Sean
3	Brown	Jasmine
4	Chhun	Silong
5	Evans	Theresa
6	Everman	Justin
7	Henderson	Hunter
8	Humphreys	Brian
9	Hunt	Lisa
10	Johnson	Brett
11	McKenzie	Allen
12	Ocasio	Robert
13	Powell	Dr. Fredrick
14	Sadalge	Sandesh
15	Serad	Troy
16	Skaar	Suzanne
17	Wamback	Stephen
18	Webb	Sharonda
19	Wills	Lindsay
20	Young	Leslie

Submitted After The Deadline		
21	Talbert	Rick

Reside Outside District No. 4		
22	Castro	Maricres
23	Riles	Shonta

BAYATE D. ABRAHAM

Seattle WA



My mission is to learn and understand my employees' needs and the external factors affecting them so that I can aggressively and professionally represent them throughout the Labor Relations process. I clearly communicate my knowledge and experience, thereby enabling my clients to make well-informed decisions for the career.

I began my career as a barber for a free black man's clinic. I provided free haircuts as an incentive for the men to visit the in-house Doctor. My role was expanded to Health Educator / Outreach Worker. As my experience increased, I developed a deep interest in helping people, and developed skills in fundraising, collaboration and community development. Having worked as a union organizer for SWOC, I have learnt a lot in the field and the announced position at SEIU seems to be a perfect opportunity where my acquired skills can be utilized productively, giving my competencies the well-deserved platform needed to excel further as a Community Organizer. Having worked with Local 21 for the past year, I provide leadership to team members, direction on projects, debrief members and develop lasting working relationships. I would describe my leadership skills as slightly aggressive, but very direct.

I can't wait to discuss the strategies I have in mind to support your Labor Relations position with your hiring committee in detail.

Thank you for your time and consideration.

Sincerely

Bayate D. Abraham



Application Form Tacoma City Council District No. 4

Received 6/14/2024
11:22:00 AM

Please return your completed application form, cover letter, and résumé to the City Clerk's Office no later than 12:00 Noon on Monday, June 24, 2024. You may submit your application materials by:

Mail or hand deliver to: Attn: City Clerk's Office, c/o Customer Support Center, Tacoma Municipal Building, 747 Market Street, Second Floor, Tacoma, WA 98402

By e-mail to: cityclerk@cityoftacoma.org

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NOTE: This document and any attachments are subject to public disclosure. Certain information is exempt. See RCW 42.56 for state law regarding public records and certain records that are exempt from public disclosure.

Contact Information and Qualifications

* Indicates a response is required.

First Name * Tae

Last Name * Abraham

Email * [REDACTED]

Preferred Phone Number * [REDACTED]

Current Residential Street Address *

To be eligible to serve as a City Council Member you must be a resident of the City of Tacoma. Include City and Zip Code. Not a PO Box.

[REDACTED]

Residency Requirement *

Were you a resident of the City of Tacoma for two years immediately preceding filing this application for the City Council?
Yes

District Residency Requirement *

Were you a resident of Council District No. 4 for one year immediately preceding filing this application for the City Council?
Yes

Where did you reside? * (List addresses and dates of residence)

1. [REDACTED]

2. _____

3. _____

Are you a qualified elector? *

Do you have the ability to register to vote?
Yes

Demographic Information

What is your age?

41-64 years

Occupation (If retired, please indicate former occupation or profession)

Union Representative

Education

Morris Brown Univ. 1996

Military History

Are you, or have you been, a member of the United States Armed Forces?

No

Ethnicity

The City of Tacoma promotes cultural and ethnic diversity on citizen committees, boards, commissions, and authorities. Information in this section will assist in achieving this goal, and is voluntary.

African American/Black

Questions

Question 1 *

Why are you interested in serving on the City Council, and are there specific areas of city government you would like to explore or address?

As a Tacoma resident for 7 years, 5 in District 4, I am deeply committed to my community, to my city. Being a Black man, I represent my community I want to serve. I want to help Tacoma overcome its many challenges.

Question 2 *

How do you hold diversity as a value, and how will you bring that to your role on the City Council?

I grew up in a very diverse community in Chicago. I have a multiracial family and I will bring my experience to this position. I've always had friend and family of different races and backgrounds. I would love to bring my knowledge to the city of Tacoma.

Question 3 *

Please share any professional and/or community activities, including boards and commissions experience

In my position with UFCW3000, I am a lead representative, I've made connections with community allies, other unions, churches, non profits and organized workers.

A founding member of Common Ground and Project Brotherhood.

Question 4 *

List any experience that would assist you in serving on the City Council

I have experience in bargaining contracts, negotiate wages and hold the employer accountable. I also lead a team of 15. and I'm very passionate about helping people.

Question 5 *

Indicate any activities you are involved with that may present a conflict of interest with appointment to the City Council.

N/A

Question 6 *

List any and all elected and/or public offices you have held (Provide dates)

N/A

Question 7 *

Is there anything additional you wish to share?

Being a district 4 resident, I've grown to love my community. I encouraged family and friends to move here. My experience with Project Brother (A black Mans clinic) helped build the strong, family man I am today.

Availability and Confirmation

Known Relationships

Are you related to any elected City official or City employee?

No

How did you hear about this opportunity? *

City of Tacoma Website/Social Media

Interview Availability *

Applicants may be asked to attend an in-person interview with the City Council; these interviews are tentatively scheduled for July 9, 2024, at 6:00 p.m. following the Council Business meeting. Virtual interviews will not be available. If selected to interview, are available on this date?

Yes

Confirmation *

I confirm that I am a City resident for the past two years and District No. 4 resident for the past one year, and a qualified elector.

TRUE

[Submitted and signed via SmartSheet]

Signature

6/14/2024 11:22:00 AM

Date

Letter: Yes

Resume: Yes

Bayate Abraham
Labor Relations- Organizer/Healthcare/Retail

Seasoned Labor Relations professional, with several years of experience in organizing workers, recruitment of volunteer members from within the Local membership and for their training . Developing broad, representative organizing committees of worker-leaders, and trains and deploys them. Lead person responsible for grievances that proceed beyond local jurisdictions and shall maintain a master grievance file system for the assigned Locals.Prepare and present all contract proposals, develop proposals with membership.Handle all contract, grievance mediation or dispute resolution procedures as required

Skills & Expertise

Contract Negotiations	Grievance / Arbitration
Collective Bargaining	Research / Preparation
Contract Enforcement	Organizer / Union Rep

Professional Experience

UFCW Local 21	Seattle, WA	
Field Union Representative	Healthcare/ Retail	(01/2018 - Present)

Lead person responsible for grievances that proceed beyond local jurisdictions and shall maintain a master grievance file system for the assigned Locals.

- File for all contract reopeners within the time frames designated within the CBA's and State labor laws and necessary research to be prepared for contract negotiations.
- Prepare and present all contract proposals, develop proposals with membership.
- Handle all contract, grievance mediation or dispute resolution procedures as required.
- Serves as a resource to members for legislative issues, all labor relations issues, trends in bargaining, and other matters related to terms and conditions of employment.
- Addresses all labor relations issues as they occur.

SEIU775	Tacoma WA	(07/2016- 12/2017)
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Organizer on the Leaders in Action team. Coaching the talents of our members. Creating leaders through actions, mobilizing members and involvement in union activities.

- Helping with training and development, Completing paperwork, handling complaints (from both staff and members), helping teammates with promotional events. Aggressive organizing, planning and political engagement.
- Building the strength of our membership through individual skills and leadership development, recruitment to events, and coaching and training opportunities.

Raise Up ATL Fight for 15**Atlanta GA****(03/2014-03/2016)**

My duties and responsibilities were to develop and coordinate home care worker designed to promote the equal treatment and livable wages.

- Organize the community and the target population. Promotes activities and services through various forms of media.
- Responsible for the recruiting, interviewing, training, and scheduling of volunteer workers. Professional with standard concepts, practices, and procedures within a particular field.
- Relies on limited experience and judgment to plan and accomplish goals. Perform a variety of tasks under general supervision with a certain degree of creativity and latitude permitted.

Education

Bachelors of Science in Early Education (BA); Chicago State University |
CHICAGO IL

Sean Arent

██████████
████████████████████
Tacoma, WA

Dear Tacoma City Council:

June 8, 2024

Tacoma City Council

747 Market street, Tacoma
WA

As a longtime community organizer and resident of Tacoma City Council district 4, I am seeking the appointment for this city council position to represent my eastside and southend community, after the tragic loss of our representative, Catherine Uska.

I was propelled into local politics by a crisis of conscience. While serving as the vice president of a small local security guard union, I had witnessed the unpermitted construction of PSE's Liquefied Natural Gas Facility. After a toxic chemical fire broke out near the site, I publicized pictures that resulted in the loss of my job and union position. While my commitment to the labor movement remains resolute, this event led me to dive deeper into the world of local government and climate justice, and as I continued my education in politics I organized UWT's first Progressive Student Union and served as the City Liaison for the Associated Students of UWT.

My experiences as a low income renter, food bank worker, and the stories of my community later fueled my involvement in the housing justice movement, and a combination of many competing crises of American capitalism drove me to organize with and eventually co-lead Tacoma DSA and take on the issue of Tenant's Rights. My current work towards the abolition of nuclear weapons further builds off these experiences, and has taught me what it means to compromise without compromising my values.

Representative democracy is one of my core beliefs. We do not live in a truly representative democracy. Corporate control of elections and media since the overturning of McCain-Feingold, decades long assaults on the labor movement, rising militarism, and unaffordable housing have allowed the wealthy to dominate our elections. I believe this district and Tacomans everywhere are ready to fight back. There's more I want to say and I'd be proud to serve.

Sincerely,

Sean Arent



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Contact Information and Qualifications

* Indicates a response is required.

First Name * Sean

Last Name * Arent

Email * [REDACTED]

Preferred Phone Number * [REDACTED]

Current Residential Street Address *

To be eligible to serve as a City Council Member you must be a resident of the City of Tacoma. Include City and Zip Code. Not a PO Box.

[REDACTED]

Residency Requirement *

Were you a resident of the City of Tacoma for two years immediately preceding filing this application for the City Council?
Yes

District Residency Requirement *

Were you a resident of Council District No. 4 for one year immediately preceding filing this application for the City Council?
Yes

Where did you reside? * (List addresses and dates of residence)

1. [REDACTED]

2. _____

3. _____

Are you a qualified elector? *

Do you have the ability to register to vote?
Yes

Demographic Information

What is your age?

25-40 years

Occupation (If retired, please indicate former occupation or profession)

Nuclear Weapons Abolition Program Manager

Education

BA Arts, University of Washington Tacoma

Military History

Are you, or have you been, a member of the United States Armed Forces?

No

Ethnicity

The City of Tacoma promotes cultural and ethnic diversity on citizen committees, boards, commissions, and authorities. Information in this section will assist in achieving this goal, and is voluntary.

White

Questions

Question 1 *

Why are you interested in serving on the City Council, and are there specific areas of city government you would like to explore or address?

I'm interested in serving the working-class of Tacoma, who I believe face significant crises. Our people are struggling to afford rent, transportation, mortgages, and groceries while the rich have revived the Robber Baron tradition and have perhaps never had it better. Union density remains historically low while the middle class shrinks. Our seniors lack the right to a secure retirement while our young people have lost much of their rights to education. My experience as a community organizer and education in politics has taught me that there are solutions to many of these issues, as long as we have the courage to stand up to the corporations and wealthy campaign contributors that cause them. I'd specifically work to address the underlying economic conditions that are hurting our city, whether that's a lack of unions in our workplaces, rights in our homes, or safety in our community.

My main priorities are Housing, Environment, Labor, and Democracy. I'll provide a few tangible policy examples for each.

For Housing, I would work to institute a Right of First Refusal, meaning that when a landlord decides to sell, they would first be obligated to offer the dwelling to their tenants to purchase. This policy would both keep people in their homes and lift more Tacomans out of economic precarity.

I would also work to ban hedge funds and speculative firms from buying housing in our city, particularly single family and starter homes. This is where my experience as an organizer and grassroots lobbyist comes in handy, I'd be happy to bring my community to Olympia if need be to tell them why we need this law.

For the environment, I'd work diligently to reincorporate our native species into new and existing developments, our lives, and city, leaning on the best available science and the Puyallup tribe's traditional knowledge. Working to enhance tree canopy, limiting needless mowing and asphalt, and returning salmon to First Creek are a few specific ways we can fight biodiversity loss and extinction.

I believe deeply that our waste disposal system is unsustainable and immoral. Tacomans, like most Americans landfill their waste or ship it overseas, where large amounts eventually end up in the ocean. One significant step we can take to limit our waste is to recycle glass, purchasing our own glass crusher and developing a stream for the recycled product.

I strongly believe in the right to organize and join a union. As a part of my labor priority, I'd utilize my voice as councilmember to support the movement and seek out ways for the city to educate workers on their rights.

Speaking of rights, I believe it is high time for a Worker's Bill of Rights in this city. This would include a higher minimum wage, an end to unpredictable and retaliatory scheduling, and guaranteed paid breaks, including lunch.

Lastly, I have a deep commitment to expanding our inception of democracy.

One way I would do this is to explore ways to increase the democratic participation of Tacoma's residents who do not have US citizenship. I believe taxation without representation is wrong, and these members of our community should be able to participate fully in local elections.

An excellent way to expand our inception of democracy is to have more direct community control of our public safety. We should greatly expand participation in community and police oversight boards and give real power to these bodies, so that Tacomans can feel safer and less alienated from such a core function of our city.

Question 2 *

How do you hold diversity as a value, and how will you bring that to your role on the City Council?

I believe that Tacoma has a wealth of diversity, which is a large part of why this is such a fantastic place to live. Our city has likewise done a fantastic job in promoting the ethnic and racial diversity of our city through events like Mosaic, the Lincoln International Food Walk, and institutional support for organizations like the Asia Pacific Cultural Center.

What we often lack is a diversity of ideas and understanding of international issues. These are two strengths that I would bring to the

City Council.

Question 3 *

Please share any professional and/or community activities, including boards and commissions experience

I currently serve as the Nuclear Weapons Abolition Program Manager for the Washington Physicians for Social Responsibility and as the President of the Clover Creek Restoration Alliance and the habitat steward of Swan Creek Park.

Some of my previous experience includes serving on the steering committee of Tacoma For All, Co-Chair of Tacoma DSA, the steering committee for Portland Avenue Park's updated Master Plan, the President of the Progressive Student Union at UW Tacoma, Vice President of SPFPA Local 5, and the City Liasion for the Associated Students of UW Tacoma.

Question 4 *

List any experience that would assist you in serving on the City Council

My current role with the Washington Physicians for Social Responsibility involved considerable coalition management, meeting facilitation, and lobbying of elected officials.

My role as the city liasion for the Associated Students of UW Tacoma involved a year of attending Tacoma City Council meetings while learning the function of various city commissions and committees.

My nearly ten years of experience as a community organizer has given me countless experiences listening to and engaging the community while helping win local campaigns ranging from tree protections to tenant's rights.

Question 5 *

Indicate any activities you are involved with that may present a conflict of interest with appointment to the City Council.

N/A

Question 6 *

List any and all elected and/or public offices you have held (Provide dates)

Precinct Committee Officer, 2021-2022, 27th Legislative District

Question 7 *

Is there anything additional you wish to share?

Yes, but through the next forum.

Availability and Confirmation

Known Relationships

Are you related to any elected City official or City employee?

No

How did you hear about this opportunity? *

City of Tacoma Press Release

Interview Availability *

Applicants may be asked to attend an in-person interview with the City Council; these interviews are tentatively scheduled for July 9, 2024, at 6:00 p.m. following the Council Business meeting. Virtual interviews will not be available. If selected to interview, are available on this date?

Yes

Confirmation *

I confirm that I am a City resident for the past two years and District No. 4 resident for the past one year, and a qualified elector.

Yes

[Submitted and signed via SmartSheet]

Signature

6/10/2024

Date

Letter: Yes

Resume: Yes

SEAN ARENT

Tacoma City
Council Dist. 4



LEADERSHIP QUALIFICATIONS

Washington
Physicians for Social
Responsibility

Nuclear Weapons Abolition Program Manager

Co-leading the Nuclear Weapons Abolition program at WPSR includes community building, lobbying members of Congress, educational programming and organizing the statewide Washington Against Nuclear Weapons coalition.

Tacoma for All

Steering Committee

Organized and helped lead the Home in Tacoma for All and Tenant’s Bill of Rights Campaign, engaging thousands of Tacomans and winning a transformative ballot initiative in November 2023.

Clover Creek
Restoration Alliance

President

Organized the greater Pierce County Community for the rights and restoration of water and salmon in the Clover-Chambers Creek Watershed through advocacy and direct action.

Associated Students
of UW Tacoma

City Liasion

Analyzed city council meetings and advocated on behalf of the Associated Students on UW Tacoma.

Tacoma Democratic
Socialists of America

Co-Chair

Co-lead, facilitated, and organized the Tacoma chapter of DSA in fights for true democracy and economic justice.

Swan Creek Park

Habitat Steward

EDUCATION

University of
Washington Tacoma

Bachelor’s in Politics, Philosophy, and Economics

Minor in Human Rights

Tacoma Community
College

Associate’s in Arts

SKILLS

Personal

- Management Skills
- Environmental Restoration
- Negotiation
- Critical Thinking
- Leadership

Professional

- Facilitation
- Coalition Building
- Lobbying
- Policy Analysis
- Policy Research

Jasmine Iona Brown



6/12/24

City Council Appointment Committee
City of Tacoma
747 Market Street
Tacoma, WA 98402

Dear Members of the City Council Appointment Committee,

I am writing to express my interest in the appointment to the Tacoma City Council to represent District 4. With a robust background in arts administration, community engagement, and strategic leadership, I am enthusiastic about the opportunity to bring my unique perspective and diverse experiences to the City Council. My dedication to fostering vibrant, equitable communities aligns seamlessly with the Council's goals of enacting effective legislation, developing inclusive policies, and making informed decisions that benefit all residents of Tacoma.

As a current resident of Tacoma with ten years of active involvement in the city's cultural and civic landscape, I have gained a deep understanding and appreciation of both District 4 and the broader Tacoma community. My professional journey is marked by a steadfast commitment to advancing social progress through arts and community initiatives, which I believe positions me to contribute meaningfully to the City Council's efforts.

Serving on the City of Tacoma Art Commission and the Human Services Commission has solidified my capabilities in navigating and influencing municipal structures to support community development.

In my current role as Public Art Coordinator at Spaceworks Tacoma, I have successfully managed the Artscapes public art programs, engaging artists and stakeholders to enrich Tacoma's public spaces. My ability to envision and implement innovative projects has consistently driven positive community impact and cultural enrichment. This experience has honed my skills in strategic planning and collaborative leadership, crucial for addressing the complex challenges faced by our city.

As the Executive Director and Lead Teaching Artist at Swan Creek Art Academy, I have founded and led initiatives that provide accessible arts education to youth, fostering creativity and inclusion. My work involves close interaction with diverse community members, understanding their unique needs, and advocating for programs that reflect their voices. My extensive work

within Tacoma's eastside, has provided me with an in-depth understanding of the city's character and the unique challenges and opportunities facing District 4.

My tenure in various leadership roles in both nonprofits and for profit businesses has also equipped me with a strong foundation in financial management and budgetary oversight. I have successfully managed organizational budgets, led fundraising efforts, and authored grant applications that secured funding for critical projects. This financial acumen, combined with my small business experience as a freelance artist and designer, enables me to contribute effectively to the fiscal responsibilities of the City Council, including municipal budgeting and policy development.

I am excited about the possibility of serving on the Tacoma City Council to represent District 4 and bringing my passion for community building, strategic thinking, and inclusive leadership to this role. Thank you for considering my application. I look forward to the opportunity to further discuss how my background and vision align with the Council's objectives and how I can contribute to the continued growth and prosperity of Tacoma.

Sincerely,

Jasmine Iona Brown



Application Form

Tacoma City Council District No. 4

Received 6/12/2024
10:44:00 PM

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Contact Information and Qualifications

* Indicates a response is required.

First Name * JASMINE

Last Name * BROWN

Email * [REDACTED]

Preferred Phone Number * [REDACTED]

Current Residential Street Address *

To be eligible to serve as a City Council Member you must be a resident of the City of Tacoma. Include City and Zip Code. Not a PO Box.

[REDACTED]

Residency Requirement *

Were you a resident of the City of Tacoma for two years immediately preceding filing this application for the City Council?
Yes

District Residency Requirement *

Were you a resident of Council District No. 4 for one year immediately preceding filing this application for the City Council?
Yes

Where did you reside? * (List addresses and dates of residence)

1. [REDACTED]

2. _____

3. _____

Are you a qualified elector? *

Do you have the ability to register to vote?
Yes

Demographic Information

What is your age?

41-64 years

Occupation (If retired, please indicate former occupation or profession)

artist, arts educator/administrator

Education

Masters degree - UCLA

Military History

Are you, or have you been, a member of the United States Armed Forces?

No

Ethnicity

The City of Tacoma promotes cultural and ethnic diversity on citizen committees, boards, commissions, and authorities. Information in this section will assist in achieving this goal, and is voluntary.

African American/Black

Questions

Question 1 *

Why are you interested in serving on the City Council, and are there specific areas of city government you would like to explore or address?

My interest in serving on the Tacoma City Council stems from a deep commitment to fostering a vibrant, inclusive, and creative community. Having lived in Eastside Tacoma for over a decade, I have seen firsthand the city's incredible potential and the unique challenges it faces. I am particularly passionate about addressing issues related to homelessness, small business development, and support for the arts.

I am keen on promoting small creative business growth to drive local economic opportunities. Additionally, I believe in the importance of continuing support for Tacoma Creates and the arts. Serving on the City Council will allow me to leverage my experiences and skills to help create equitable solutions that benefit District 4.

Question 2 *

How do you hold diversity as a value, and how will you bring that to your role on the City Council?

District 4 is one of Tacoma's most diverse areas, and I deeply value the rich tapestry of cultures, perspectives, and experiences that make up Tacoma's Eastside. I believe that a diverse community is not only more resilient but also more innovative and compassionate. My approach to valuing diversity involves actively listening to and engaging with all community members, especially those from historically marginalized groups.

On the City Council, I will advocate for policies that promote equity and inclusivity, ensuring that all voices are heard and represented in decision-making processes. I plan to support initiatives that increase access to city services, enhance community engagement, and remove systemic barriers that hinder the participation of underrepresented groups. By fostering an environment where everyone feels valued and empowered, we can build a more equitable and dynamic Tacoma.

Question 3 *

Please share any professional and/or community activities, including boards and commissions experience

Tacoma Arts Commission (2020- present)

Tacoma Human Services Commission (2015-2017)

Spaceworks Tacoma, public art coordinator (2023 - Present)

Salishan Association Board (2014-2017)

Question 4 *

List any experience that would assist you in serving on the City Council

I have had the honor of serving on the Tacoma Arts Commission and working for Spaceworks Tacoma, where I have been deeply involved in promoting and supporting the arts within our community. In these roles, I have collaborated with local artists, community leaders, and organizations to expand access to arts, support small business, and support our creative economy.

Question 5 *

Indicate any activities you are involved with that may present a conflict of interest with appointment to the City Council.

N/A

Question 6 *

List any and all elected and/or public offices you have held (Provide dates)

Tacoma Arts Commission, Vice-Chair (present)
Salishan Association, President (2014-2017)

Question 7 *

Is there anything additional you wish to share?

I am deeply committed to the well-being and future of Eastside Tacoma. Beyond my professional and volunteer experiences, I am a proud resident who is passionate about our city's growth and development. I believe that my blend of leadership skills, community involvement, and dedication to equity makes me well-suited to serve on the City Council.

I am eager to bring fresh perspectives and collaborative solutions to address the challenges we face. Whether it's through advocating for the arts, supporting local businesses, or ensuring that every eastside resident feels valued and heard, I am ready to work tirelessly to make Tacoma a better place for all.

I look forward to the opportunity to serve and to contribute to the continued progress of our vibrant community.

Availability and Confirmation

Known Relationships

Are you related to any elected City official or City employee?

No

How did you hear about this opportunity? *

Mayor or City Council Member

Interview Availability *

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Yes

Confirmation *

I confirm that I am a City resident for the past two years and District No. 4 resident for the past one year, and a qualified elector.

TRUE

[Submitted and signed via SmartSheet]

Signature

6/12/2024 10:44:00 PM

Date

Letter: Yes

Resume: Yes

Jasmine Iona Brown, M.A.

Arts administration leader with years of experience driving vision, strategy, and initiatives to build and transform organizations, cultural programs, policies, and partnerships committed to improving communities through the arts. Changemaker and innovator championing bold, fresh ideas for substantive change in systems to increase equity and creativity. Proven track record of leadership in the pursuit of social progress across multiple sectors, including corporate, cultural non-profit, and government. Demonstrated success and expertise in building strategic relationships with internal and external constituents aligned to a harmonized vision across organizations to advance priorities. Experienced in growing arts organizations through continuous process improvement and change management. Transformational, collaborative, humble leader and team builder adept at staff engagement and mentoring.

- ❖ Visionary Leader and Strategist – Envisioning, inspiring and implementing bold innovations to transform and move organizations forward; landscaping to identify new partners and funding opportunities.
- ❖ Organizational Learning and Impact – Growing and strengthening arts organizations, expertly using evidence-based knowledge to develop and manage outcomes-focused approaches to meet organization goals.
- ❖ Strategic Partnerships and Initiatives – Expert collaborator, building alliances and raising organizational profiles with government entities, academia, corporate, and non-profit sectors in the City of Tacoma and Western Washington.
- ❖ Strategic Communications – Leading messaging approaches that advance goals across key priorities. Experienced spokesperson and organizational representative at the neighborhood, local and regional levels.
- ❖ Staff and Values Alignment – Developing, nurturing, and leveraging diverse team talent and organizational cultures that align with institutional core values; leading staff mentoring and coaching.

- Strategic Planning & Vision
- Fundraising & Grant Writing
- Network & Community Engagement
- Citywide & Regional Partnerships
- Equity, Diversity & Inclusion (EDI)
- Hiring & Team Development
- Program Planning & Implementation
- Budgets & Financial Management
- Stakeholder Relationship Building
- Branding & Communications
- Technology & Innovation
- Event planning and Promotion

LEADERSHIP EXPERIENCE

Spaceworks Tacoma, Public Art Coordinator, Jan 2023 – present

- Manage Artscapes public art programs
- Interact with artists, business owners, and various stakeholders
- Community outreach and training

Swan Creek Art Academy, Executive Director & Lead Teaching Artist, 2022- present

- Founder of digital art & electronic music program
- Teach after school and summer classes in TPS schools
- Open studio sessions for community centers

Jasmine Iona Design LLC, Artist & designer 2018 – present

- Designed freelance public art projects • Produced sculptures, murals and installations for clients.

Arts Corps, Teen Program Manager, 2020-2022

- Designed after school and summer art programs curriculum • Taught virtual workshops for underserved youth • Worked with the Development Department on proposals and reports for grant applications. • Supervised volunteers, interns, and contracted artists

CTE Technology/Art Teacher 2018- 2019

- Taught over 200 middle school students art, photography & technology • Wrote lesson plans and educational presentations • Led student field trips to Museums and Microsoft

Microsoft (Inconsulting), Contract UX Designer & Project Manager, 2017

- Diversity program apprentice & project manager • Redesigned internal dashboard & program website • Managed photo & video media contract • Performed data analysis and created visualizations for Bing

ADDITIONAL EXPERIENCE

- ❖ Hilltop Community Engagement Specialist 2018 • artist community outreach project • collected feedback about Link Light rail expansion project • designed performance art project for Hilltop festival
- ❖ Letaba Elephant Museum, Kruger National Park, South Africa 2010 • graphic designer for museum book project • park tour docent for student group
- ❖ Philani Health and Nutrition Project, Cape Town, South Africa 2009 • art instructor for township women's work program
- ❖ Smithsonian Institution, Display Technician 1993-1996 • Designed & fabricated museum shop displays. • Visual merchandising for seasonal & exhibition related promos

COMMUNITY LEADERSHIP

Art Commission, City of Tacoma, 2020- present

- Vice Chair serving on City of Tacoma Art Commission • Lead public meetings • Sit on art panels for city public art projects

Human Services Commission, City of Tacoma, WA 2014- 2017

- Reviewed grant applications • Selected human services projects for city funding

Salishan Association, Tacoma, WA 2014-2017


- Community Association Board president • Managed association staff & volunteers • Recruited volunteers and event sponsors • Planned community events & managed organizational budget • Wrote grant applications

EDUCATION

University of California, Los Angeles (UCLA) 2003 M.A. in International Studies

Howard University, Washington D.C. 1995 B.F.A. in Design

Silong Chhun



June 24, 2024

Dear Tacoma Council Members,

This opportunity both excites and saddens me. While the prospect of serving on the City Council energizes me, I'm heartbroken over the loss of Council Member Ushka. Her tireless dedication to the Eastside community was an inspiration. If appointed - I vow to honor her legacy by bringing that same tenacity, passion, and commitment to our district.

District 4, the Eastside, isn't just another part of town to me - it's part of me. It's my home. As a Cambodian refugee whose family planted roots in the 1980s, I've walked the same streets, attended the same schools, and shopped at the same markets for most of my life. This community's struggles are my struggles. Its triumphs are my triumphs.

I understand the unique challenges District 4 faces in ways that resonate at the core of my being. Language barriers, cultural divides, and economic hardships aren't just theoretical concepts—they're visceral life experiences that have shaped my worldview. With that profound personal connection, I'm uniquely equipped to be the voice the Eastside deserves on the City Council.

My journey has instilled resilience, adaptability, and respect for diverse perspectives – qualities that will enable me to unite the community and serve as an effective voice on the council. Having experienced many of the challenges District 4 residents face firsthand, I am determined to represent their interests and advocate for policies championing the common good - where progress and economic growth are measured by how they improve the lives of all people, ensuring all residents on the Eastside can live with dignity.

Fostering teamwork, collaboration, and consensus is critical for a productive city council. Throughout my tenure in the governor's office, serving on Tacoma's first Commission on Immigrant and Refugee Affairs and Metro Parks' Arts & Heritage Advisory Council, and my employment at Tacoma Community House, I have honed skills in uniting diverse perspectives, facilitating constructive dialogue, resolving complex issues, and finding shared solutions. My experience as a member of the 2024 Charter Committee, where I advocated for amendments aligned with the community's voice through meticulous research, active listening, and building strategic alliances, further demonstrates my commitment to consensus building.

As a refugee who found a home and laid a strong foundation in this community, I have an intimate understanding of the challenges the Eastside's diverse residents face. My lived experiences have given me a profound passion for uplifting underrepresented voices and fighting for the needs of our often overlooked communities. I will tirelessly advocate on the City Council, drawing on my proven track record as a consensus-builder who brings people together

to create positive change. You can count on me to be a strong voice and a diligent collaborator in our fight to improve quality of life, expand opportunities, and make our city an even better place to live, work, and raise a family.

Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read 'Silong Chhun'. The signature is fluid and cursive, with a long horizontal stroke at the end.

Silong Chhun

Enclosure: Letter addressing resignation from the Charter Review Committee

Silong Chhun



June 24, 2024

RE: Addressing my Charter Review Committee resignation

Dear Tacoma City Council Members,

I am writing to express my appreciation for the opportunity to address any concerns regarding my previous service on the 2024 Charter Review Committee.

First and foremost, I want to acknowledge the incredible work of the Charter Review Committee. Each member's dedication and countless hours invested in shaping our city's governance for the next decade are commendable. Their completion of this crucial task deserves our utmost respect and gratitude.

I am thankful to hear from many CRC members that I contributed meaningfully to our discussions and decision-making processes during my time on the committee. My resignation, a decision I have learned from, has only deepened my commitment to public service. It underscored the need for more equitable and accessible civic engagement processes in our city.

While serving on boards, commissions, and selection panels is commendable, it's often a privilege limited to those with financial security. For countless working families barely making ends meet, unpaid civic engagement remains out of reach, starkly illustrating the persistent socioeconomic gaps in our community. My time on the Charter Review Committee led me to ask important questions about our public service bodies' true representativeness and inclusivity.

I accept and can address any concerns my resignation may have raised. My decision to step down from the Charter Review Committee was not one I took lightly. It reflects my commitment to integrity and pragmatism in public service. Acknowledging the challenges of balancing intensive volunteer work with professional obligations is crucial for honest and practical leadership. I hope that discussing these challenges with my committee and receiving their blessing before my resignation demonstrates good leadership through transparency and accountability. This experience has reinforced my conviction that our city needs more leaders who can make difficult decisions and address systemic issues in civic engagement.

My experience on the Charter Review Committee and my background in the governor's office have given me a unique and valuable perspective on governance and public service. Serving on the council is a long-term commitment to our city's future, which I'm prepared to balance with my other responsibilities. If appointed, I will dedicate myself fully to serving the residents of Tacoma's District 4.

I am humbled to have the strong endorsement of several of my former colleagues from the Charter Review Committee. Their support reflects our collaborative work and shared commitment to Tacoma's future. Below is a list of Charter Review Committee members who have endorsed my candidacy for appointment.

Sincerely,

A handwritten signature in black ink, appearing to read 'Silong Chhun', written in a cursive style.

Silong Chhun

2024 CRC member support/endorsement:

Bryan Flint

Diamatris Winston

Jason Gauthier

Latasha Palmer

Maricres Castro

Melissa Malott

Nicholas Carr

Rebecca Stith



Application Form

Tacoma City Council District No. 4

Received 6/24/2024
10:12:00 AM

Please return your completed application form, cover letter, and résumé to the City Clerk's Office no later than 12:00 Noon on Monday, June 24, 2024. You may submit your application materials by:

Mail or hand deliver to: Attn: City Clerk's Office, c/o Customer Support Center, Tacoma Municipal Building,
747 Market Street, Second Floor, Tacoma, WA 98402

By e-mail to: cityclerk@cityoftacoma.org

The City of Tacoma is an Equal Opportunity Employer and values diversity in its workplace. Applicants are considered for positions without regard to race, color, religion, sex, national origin, ancestry, age, marital or veteran status, disability, sexual orientation, gender identity, or any other basis prohibited by federal, state and local laws.

If you need an accommodation in the application process or if you have questions, please call the City Clerk's Office at (253) 591-5505. People with hearing or speech impairments may contact us through Washington Relay Services: 1-800-833-6388 (TTY or ASCII), 1-800-833-6386 (VCO), or 1-877-833-6341 (STS).

NOTE: This document and any attachments are subject to public disclosure. Certain information is exempt. See RCW 42.56 for state law regarding public records and certain records that are exempt from public disclosure.

Contact Information and Qualifications

* Indicates a response is required.

First Name * SILONG

Last Name * CHHUN

Email * [REDACTED]

Preferred Phone Number * [REDACTED]

Current Residential Street Address *

To be eligible to serve as a City Council Member you must be a resident of the City of Tacoma. Include City and Zip Code. Not a PO Box.

[REDACTED]

Residency Requirement *

Were you a resident of the City of Tacoma for two years immediately preceding filing this application for the City Council?
Yes

District Residency Requirement *

Were you a resident of Council District No. 4 for one year immediately preceding filing this application for the City Council?
Yes

Where did you reside? * (List addresses and dates of residence)

1. [REDACTED]

2. _____

3. _____

Are you a qualified elector? *

Do you have the ability to register to vote?
Yes

Demographic Information

What is your age?

41-64 years

Occupation (If retired, please indicate former occupation or profession)

Digital Media Manager/Communication

Education

AA

Military History

Are you, or have you been, a member of the United States Armed Forces?

(No response)

Ethnicity

The City of Tacoma promotes cultural and ethnic diversity on citizen committees, boards, commissions, and authorities. Information in this section will assist in achieving this goal, and is voluntary.

Asian

Questions

Question 1 *

Why are you interested in serving on the City Council, and are there specific areas of city government you would like to explore or address?

I am driven to serve on the Tacoma City Council because of my deep ties to the Eastside and my passion for amplifying the voices of Tacoma's diverse community. Our city's diversity has shaped my worldview and fueled my passion for amplifying the voices of all our neighbors, ensuring that every resident has a seat at the table and a voice in the decisions that shape our shared future.

My primary goal is to establish effective communication between the city government and Tacoma residents. A key area I'd like to explore and address is increasing efficiency and transparency across city government. This includes improving language access through translations and other services to ensure all residents can fully participate in civic life, regardless of their primary language. On the 2024 Charter Review Committee, I experienced firsthand the importance of thorough research, heeding public input, and building consensus.

Tacoma is blessed with a natural landscape of breathtaking beauty, from our shimmering waterfront to our renowned parks that rank among the nation's finest. However, this precious environment faces unprecedented threats from climate change. On the council, I will be a vocal advocate for positioning our city as a leader in the fight against climate change. By taking bold, decisive action to preserve Tacoma's natural beauty for future generations, we can inspire communities everywhere to do the same.

Furthermore, I strongly support the Growing Resilience in Tacoma (GRIT) guaranteed income pilot program. The results from GRIT have been nothing short of remarkable, demonstrating the program's effectiveness in improving economic stability, housing security, mental health, and overall well-being of participating families. GRIT has shown that guaranteed income programs can be a powerful tool for reducing poverty in our community by providing households with modest yet consistent income support without strings attached. Expanding this program would be a wise investment in our city's financial resilience and well-being.

Question 2 *

How do you hold diversity as a value, and how will you bring that to your role on the City Council?

My family and I rebuilt our lives on the Eastside, where I was exposed to the richness of different cultures, beliefs, and lived experiences from a young age. This upbringing has instilled in me a profound appreciation for the value of diversity in any community. Navigating between my Cambodian heritage and American upbringing has taught me not just to tolerate but to embrace diverse perspectives and find synergies across differences. Diversity of thought, experience, and background is beneficial for robust dialogue and for developing holistic solutions that serve all residents.

If appointed to the City Council, I will bring this commitment to diversity as a core value. Drawing from my background and experience navigating different spaces, such as nonprofits, for-profits, community-led initiatives, and legislature, I will always advocate for inclusion and equity in all policy decisions.

Question 3 *

Please share any professional and/or community activities, including boards and commissions experience

I have a proven track record of active community and professional engagement that has allowed me to develop skills crucial for effective service on the City Council.

I served as a member of Tacoma's first Commission on Immigrant and Refugee Affairs, providing a voice on critical policy issues impacting our immigrant/refugee communities. I also lent my perspectives to the Metro Parks' Arts & Heritage Advisory Council.

My community ties run deep - I served on the board of Alchemy Skateboard, a local non-profit that empowers urban youth through skateboarding. As a Khmer Advocacy and Advancement Group co-founder, I've worked to preserve our Cambodian community by fighting to keep families together that were targeted for deportation. Additionally, I've participated in numerous art selection panels celebrating our city's arts and artists through public art projects with Spaceworks Tacoma.

Beyond board roles, I've been actively involved in organizing and promoting community events year after year. This includes organizing and hosting the annual Lunar New Year celebration in the Lincoln District and producing videos for Tacoma's Martin Luther King celebration before, during, and after the COVID-19 pandemic.

This myriad of professional and community activities has equipped me with skills in coalition-building, project management, cultural advocacy, and amplifying underrepresented voices—all vital assets for bringing collaborative and inclusive leadership to the City Council.

Question 4 *

List any experience that would assist you in serving on the City Council

My tenure in the governor's office has afforded me invaluable experience that will directly translate to effective service on the Tacoma City Council. In this role, I routinely make critical decisions under immense pressure that can impact communities across Washington state. This honed my ability to analyze complex situations quickly, gather input from diverse stakeholders, and determine a course of action.

Equally important was developing skills to genuinely listen and connect with constituents from all backgrounds and walks of life. I learned to meet people where they are, understand their perspectives, and build trust as a representative invested in amplifying their voices and needs. These are important characteristics for a City Council member tasked with advocating for the Eastside's rich and diverse landscape.

As a former English language learner, I know firsthand how language access deeply affects small business owners when English is their second language. They're often left out of crucial conversations and denied access to vital resources. This exclusion hits hard, severely impacting their ability to compete and succeed. We must recognize this gap and take action to ensure these entrepreneurs have equal opportunities to participate, learn, and grow their businesses.

Question 5 *

Indicate any activities you are involved with that may present a conflict of interest with appointment to the City Council.

Aside from my full-time role in the governor's office, I am not involved in any other activities that would present a conflict of interest with an appointment to the Tacoma City Council. I am prepared to dedicate myself fully to service on the Council if appointed.

Representing the residents of the Eastside and being their voice on critical issues will be my top priority. I will evaluate my professional obligations to allow me to be fully present, engaged, and available as a Council member. My commitment to this community is unwavering, as evidenced by the decades I've invested here and the diverse roles I've taken to uplift underrepresented voices.

Question 6 *

List any and all elected and/or public offices you have held (Provide dates)

Precinct Committee Officer, Legislative District 27, 2019 - 2021
Digital Media Manager, Office of Governor Inslee, 2023 - Current

Question 7 *

Is there anything additional you wish to share?

In closing, I wish to underscore my driving philosophy and motivations - a relentless commitment to uplifting the common good. As Audre Lorde famously stated, "To refuse to participate in your future is to give it up to someone else." These words compel me to actively engage in our democratic process and be a force for positive change.

Government will only work for the people when we, the people, make it work for us through our participation. My pursuit of this appointment stems not from a desire for personal gain but from a genuine commitment to improving lives across the Eastside and the entire City of Tacoma. As I've emphasized, my goal is not to be "right" but to guide us toward "doing right" by all.

What is "right" must be defined not by special interests but by the issues that matter most to residents. Fundamentally, we should judge our community's progress by how we uplift our most vulnerable. True progress ensures everyone has their basic needs met and can live with dignity.

For the Eastside, I envision a vibrant, inclusive community where:

- Local businesses thrive
- Cultural heritage and diversity are celebrated
- Residents can access quality services and opportunities

To achieve this vision, I will:

- Advocate to secure more resources for small business support
- Enhance community safety initiatives with a climate and environmental focus
- Work to improve infrastructure to make the Eastside more walkable and connected
- Bring more cultural events and public art installations that reflect our neighborhood's rich diversity

While listening to the community will always be my priority, I'm also prepared to take decisive action. My plan includes:

- Advocating for targeted economic development programs
- Improving language access services
- Explore programs that bridge the gap between city resources and our diverse business community

As leaders, we have a moral obligation to all our citizens, not just those with the privilege to participate actively in governmental processes. Ideas like GRIT (Guaranteed Regular Income Tacoma), which provide a concrete safety net, deserve serious attention. This initiative could make our ideal of equal participation a reality, recognizing that we are only as strong, stable, and prosperous as the most vulnerable.

I humbly ask for your support because we share this vision of an equitable community working for the common good of all residents.

If appointed, you can count on me to:

- Fight tirelessly to uplift every voice
- Work collaboratively with all stakeholders
- Bring my experience as a community organizer, artist, and small business owner to bear on our challenges.

Together, we can make Tacoma a city where all can survive and thrive.

Availability and Confirmation

Known Relationships

Are you related to any elected City official or City employee?

No

How did you hear about this opportunity? *

City of Tacoma Website/Social Media

Interview Availability *

Applicants may be asked to attend an in-person interview with the City Council; these interviews are tentatively scheduled for July 9, 2024, at 6:00 p.m. following the Council Business meeting. Virtual interviews will not be available. If selected to interview, are available on this date?

Yes

Confirmation *

I confirm that I am a City resident for the past two years and District No. 4 resident for the past one year, and a qualified elector.

TRUE

[Submitted and signed via SmartSheet]

Signature

6/24/2024 10:12:00 AM

Date

Letter: Yes

Resume: Yes

SILONG CHHUN

AUDIO | FILM | GRAPHIC DESIGN | PHOTOGRAPHY | SOCIAL MEDIA

CONTACT



[Redacted]



[Redacted]



silongchhun.com



linkedin.com/in/silong

SOFTWARE

ADOBE

PHOTOSHOP	<div style="width: 90%;"></div>
ILLUSTRATOR	<div style="width: 80%;"></div>
INDESIGN	<div style="width: 70%;"></div>
LIGHT ROOM	<div style="width: 85%;"></div>
AUDITION	<div style="width: 95%;"></div>
PREMIERE PRO	<div style="width: 60%;"></div>

MULTIMEDIA

FINAL CUT X	<div style="width: 85%;"></div>
LOGIC PRO	<div style="width: 75%;"></div>

MS OFFICE

WORD	<div style="width: 95%;"></div>
EXCEL	<div style="width: 80%;"></div>
POWER POINT	<div style="width: 90%;"></div>
OUTLOOK	<div style="width: 85%;"></div>

ACHIEVEMENTS

Amocat award for community outreach by an organization, Sea Comedy Collective September, 2023 Tacoma Arts Commission

Spirit of Diversity Award May, 2022 Pacific Lutheran University

Best Use of Local Business April, 2016 The Grand Cinema 72hr Film Competition

Art Award Nominee January, 2016 The Greater Tacoma Community Foundation

scan to visit



silongchhun.com

SUMMARY

Accomplished communications strategist with extensive experience driving impactful campaigns across government, non-profit, and private sectors. I have a proven track record of conceptualizing and executing innovative multimedia initiatives, showcasing my versatility and ability to adapt to different communication needs. I am adept in leveraging videography, photography, audio editing, film, graphic design, social media, and public speaking to craft compelling narratives and maximize engagement.

Consistently, I have delivered high-impact, multifaceted communication solutions that elevate brand visibility, foster stakeholder relations, and achieve strategic objectives.

EDUCATION

THE ART INSTITUTE OF SEATTLE 1999-2001
AAA - Audio Production

PERSONAL SKILLS

- Excellent verbal, written, and interpersonal skills with the ability to work effectively in an independent setting or a team environment.
- Able to build meaningful rapport and trusted partnerships with clients, customers, and colleagues to achieve goals and deliver solutions.
- Confident in making decisions with the ability to accept constructive feedback while also providing appropriate feedback to clients, customers or colleagues.
- Highly competent in managing multiple competing priorities.

PROFESSIONAL EXPERIENCE

▶ DIGITAL MEDIA MANAGER ◀ Mar 2023 - Current
Office of Governor Jay Inslee | www.governor.wa.gov

Results-driven Digital Media Manager overseeing and executing the Office of the Governor's digital presence and multimedia content strategy. Adept at rapidly producing high-quality graphics, video/audio editing, and social media campaigns aligned with key messaging under tight deadlines. Analyzed metrics to optimize content performance while ensuring accessibility and legal compliance. Provided leadership and training to agency social media staff across state government. Versatile team player and comfortable with diverse communications responsibilities, including planning events, drafting content, editing remarks and video scripts, and interacting with media and officials. Able to excel in fast-paced environments requiring strategic thinking and creative solutions.

▶ DIGITAL COMMUNICATIONS MANAGER ◀ Aug 2020 - Mar 2023
Pacific Lutheran University | www.plu.edu

PLU's leading digital storyteller, communications strategist, and social media curator. Also, PLU's multimedia content developer with videography, photography, audio production, and graphic design.

▶ COMMUNICATIONS ASSOCIATE ◀ Feb 2019 - Aug 2020
Tacoma Community House | www.tacomacommunityhouse.org

Manage the agency's online presence (social media, WordPress website, e-news), design a wide variety of agency materials using Adobe Creative Suite (flyers, brochures, direct mail, ads, posters, Annual Reports, etc.), and execute marketing strategies to increase audience engagement.


▶ DIGITAL MARKETING MANAGER ◀ Jul 2018 - Feb 2019
Orphans Africa | www.orphansafrica.org

Lead all social media efforts and engagement, manage and update all aspects of the website, identify and leverage digital donation platforms to maximize digital donations, develop e-mail campaigns, newsletters for print and digital distribution, and collaborate with volunteers and board members in the execution of fundraising events.

COMMUNITY SERVICE

- Precinct Committee Officer, 27th Legislative District 2019 - 2021
- Commission on Immigrant and Refugee affairs, City of Tacoma 2018 - 2021
- Arts & Heritage Advisory Council, Metro Parks Tacoma 2016 - 2021

Theresa Catherine McDonald Evans



Dear Tacoma City Clerk(s) and Council,

I miss Catherine Ushka; she was friendly and responsive with my son and myself. I would not be filling her shoes, only her position on council. Many things have happened in public Tacoma life since I was struck on 1/26/22. I'm applying for the Tacoma City Council District 4 position, because I would like to serve in Tacoma and for Tacoma and her people.

Making a local position more accessible to many, if not all, members of our community is something I have wanted for a few years. And you have been doing this. Thanks!

Following local police accountability trials is one of my educational and socially conscious activities. Making general decisions for the city, especially if those decisions resulted in less or no assaults or deaths concerning transportation within the city and concerning those of us who do or have expressed political opinion publicly at rallies, protests, or demonstrations, peacefully, would be worth my continued activity.

It's great that City Council and their affiliate meetings can be in person or hybrid. These are activities I can now confidently attend and be productive with. I can increase the compassion in Tacoma, with you.

Thank you for accepting my application for Tacoma City Council District 4.

Sincerely,

Theresa Catherine McDonald Evans, Owen's mom



Application Form Tacoma City Council District No. 4

Received 6/24/2024
11:55:00 AM

Please return your completed application form, cover letter, and résumé to the City Clerk's Office no later than 12:00 Noon on Monday, June 24, 2024. You may submit your application materials by:

Mail or hand deliver to: Attn: City Clerk's Office, c/o Customer Support Center, Tacoma Municipal Building,
747 Market Street, Second Floor, Tacoma, WA 98402

By e-mail to: cityclerk@cityoftacoma.org

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NOTE: This document and any attachments are subject to public disclosure. Certain information is exempt. See RCW 42.56 for state law regarding public records and certain records that are exempt from public disclosure.

Contact Information and Qualifications

* Indicates a response is required.

First Name * Theresa

Last Name * Evans

Email * [REDACTED]

Preferred Phone Number * [REDACTED]

Current Residential Street Address *

To be eligible to serve as a City Council Member you must be a resident of the City of Tacoma. Include City and Zip Code. Not a PO Box.

[REDACTED]

Residency Requirement *

Were you a resident of the City of Tacoma for two years immediately preceding filing this application for the City Council?
Yes

District Residency Requirement *

Were you a resident of Council District No. 4 for one year immediately preceding filing this application for the City Council?
Yes

Where did you reside? * (List addresses and dates of residence)

1. [REDACTED]

2. _____

3. _____

Are you a qualified elector? *

Do you have the ability to register to vote?
Yes

Demographic Information

What is your age?

41-64 years

Occupation (If retired, please indicate former occupation or profession)

Education

Math bachelor's degree, University of Washington

Military History

Are you, or have you been, a member of the United States Armed Forces?

No

Ethnicity

The City of Tacoma promotes cultural and ethnic diversity on citizen committees, boards, commissions, and authorities. Information in this section will assist in achieving this goal, and is voluntary.

Other

Magyar, Deutsch, Cymraeg, Gaeilge/Hungarian, German, Welsh, Irish

Questions

Question 1 *

Why are you interested in serving on the City Council, and are there specific areas of city government you would like to explore or address?

I am a Tacoma person from birth who either acquired or was given the impression that local government activity and positions were for someone else who either acquired or were given extensive training and experience that directed the community to elect or appoint them. I want to be part of Tacoma City Council, despite the above.

I would like to serve the City of Tacoma by being the (new) District 5 Council Member.

I would like to continue to address and explore kindness from council to community and interpersonally.

Question 2 *

How do you hold diversity as a value, and how will you bring that to your role on the City Council?

We live in a community with highlights, challenging times, and everything in-between. I accept, embrace, and uphold the true diversity that is shown me: ethnicity, origins, life experiences, religious & social & spiritual experiences.

I will continue to uphold the experiences of others and myself in Tacoma's sea of life.

Question 3 *

Please share any professional and/or community activities, including boards and commissions experience

Gardening

Portland Avenue Community Center, now Asia Pacific Cultural Center

Grit City Co-op

Kadima in Seattle

Tacoma Dominican Associates

98404 Little Free Libraries

East Tacoma Collaborative

Question 4 *

List any experience that would assist you in serving on the City Council

My relationship with my husband/spouse and my child/our son.

Question 5 *

Indicate any activities you are involved with that may present a conflict of interest with appointment to the City Council.

None known.

Question 6 *

List any and all elected and/or public offices you have held (Provide dates)

None

Question 7 *

Is there anything additional you wish to share?

Thank you. From me to you & you to me, continuously.

Availability and Confirmation

Known Relationships

Are you related to any elected City official or City employee?

No

How did you hear about this opportunity? *

Other

messages, FB, council website, friends

Interview Availability *

Applicants may be asked to attend an in-person interview with the City Council; these interviews are tentatively scheduled for July 9, 2024, at 6:00 p.m. following the Council Business meeting. Virtual interviews will not be available. If selected to interview, are available on this date?

Yes

Confirmation *

I confirm that I am a City resident for the past two years and District No. 4 resident for the past one year, and a qualified elector.

TRUE

[Submitted and signed via SmartSheet]

Signature

6/24/2024 11:55:00 AM

Date

Letter: Yes

Resume: Yes

Theresa Evans

EDUCATION

University of Washington *August 2000* Seattle, WA

BS: Applied Computational Mathematical Sciences

BA: Mathematics Liberal Arts

Census Enumerator *07/2020-10/2020, Spring/Summer 2023*

- Door to door giving and receiving answers to the census survey, Tacoma`
- Tucson, AZ travel Enumeration
- Homeless Camping area Enumeration, Tacoma

Tutoring and Community Involvement

Co-Proprietor to Proprietor *2016- present* Math Tutoring: Branching Out Tacoma, WA

- Teaching math to teenagers and young adults in public spaces
- Branching out to other aspects of teaching, learning, and applying math

Lead Instructor, Co-Lead *2014 to 2016* Stem Coaching Center Tacoma, WA

- Teaching math to children through high school
- Algebra through high school calculus
- Creative problem solving

Instructor *2007 to 2014* Mathnasium Tacoma, WA

- Teaching math to children from ages 7 to 17
- Second grade through precalculus
- Creative problem solving through instructional materials and methods
 - Number Sense
 - Mathnasium methods
 - Manipulatives and instructional play

Local Community and Neighborhood Involvement

- Gardening and leading in small ways in Tacoma through community gardens, a food forest, and in close neighborhood ways to bring awareness and joy:
 - Roger's Park (Dometop) Community Garden 2014-2015
 - Swan Creek Food Forest 2013 – present
 - Franklin Pierce School District Farm, Veggie Co-op 2014 – 2017
 - On my block and near easements 2013 – present
- Can Canners, Co-led safe canning methods with fellow gardeners 2015-2017
- 98404 Little Free Libraries, partnering with the City of Tacoma, United Way of Pierce County, and my neighbors to build, place, and help 25 little free libraries on the Eastside of Tacoma 2017 – present

To the City of Tacoma,

When I moved into the McKinley hill neighborhood seven years ago, I was excited to discover how diverse, interesting and involved the local community was. The Eastside of Tacoma is a unique area in a city full of unique elements. I had left Seattle after 30 years due to the rise in expense, the crowding and general decline in overall livability for lower income residents. Seeing a lack of "3rd place" businesses on McKinley Ave that catered to all ages and types of people, I decided to open a small coffee shop, Lux Perpetua Coffee. I sought to create a space for my neighbors to gather, to work, to relax and get to know one another, and in that I think I modestly succeeded. That decision has been one of the best I have ever made, as my relationships and connections made here to my neighbors, and the opportunities it has availed me to be a part of, have cemented to me that my decision to move to Tacoma and make it my permanent home was the right one.

Opening Lux led to my meeting and befriending Councilwoman Catherine Ushka, who I came to admire for her impressive energy, commitment, and care she gave our district. Knowing that I could consult with her about my concerns as a business owner and a homeowner in McKinley Hill was a great comfort, and I trusted her to work for the betterment of the entire community. She once told me during a discussion we had on the growth potential of Tacoma and its differences with Seattle, that city leadership in Tacoma had seen and learned from the mistakes made in Seattle that had caused me to move: Tacoma, she said, wanted to grow in a way that didn't displace the people who made Tacoma special in the first place.

I was deeply saddened at the passing of Catherine, who I admired and respected greatly. The void she left spiritually is matched only by the void she left in community leadership. Her impact underscored to me how important competent and dedicated people are to local government.

I did not foresee ever applying for a city position, as I have generally assumed that people better qualified than myself might be ready to assume the role. However, after learning that there was no clear replacement for her, I have become concerned that our options may be slim, so I decided that I would volunteer my time to the effort should it be needed. What I lack in experience in city government I think I make up for in commitment and passion to this city that I call home.

Thank you for your consideration,

Justin Everman



Application Form

Tacoma City Council District No. 4

Received 6/21/2024
1:51:00 PM

Please return your completed application form, cover letter, and résumé to the City Clerk's Office no later than 12:00 Noon on Monday, June 24, 2024. You may submit your application materials by:

Mail or hand deliver to: Attn: City Clerk's Office, c/o Customer Support Center, Tacoma Municipal Building,
747 Market Street, Second Floor, Tacoma, WA 98402

By e-mail to: cityclerk@cityoftacoma.org

The City of Tacoma is an Equal Opportunity Employer and values diversity in its workplace. Applicants are considered for positions without regard to race, color, religion, sex, national origin, ancestry, age, marital or veteran status, disability, sexual orientation, gender identity, or any other basis prohibited by federal, state and local laws.

If you need an accommodation in the application process or if you have questions, please call the City Clerk's Office at (253) 591-5505. People with hearing or speech impairments may contact us through Washington Relay Services: 1-800-833-6388 (TTY or ASCII), 1-800-833-6386 (VCO), or 1-877-833-6341 (STS).

NOTE: This document and any attachments are subject to public disclosure. Certain information is exempt. See RCW 42.56 for state law regarding public records and certain records that are exempt from public disclosure.

Contact Information and Qualifications

* Indicates a response is required.

First Name * Justin

Last Name * Everman

Email * [REDACTED]

Preferred Phone Number * [REDACTED]

Current Residential Street Address *

To be eligible to serve as a City Council Member you must be a resident of the City of Tacoma. Include City and Zip Code. Not a PO Box.

[REDACTED]

Residency Requirement *

Were you a resident of the City of Tacoma for two years immediately preceding filing this application for the City Council?
Yes

District Residency Requirement *

Were you a resident of Council District No. 4 for one year immediately preceding filing this application for the City Council?
Yes

Where did you reside? * (List addresses and dates of residence)

1. [REDACTED]

2. _____

3. _____

Are you a qualified elector? *

Do you have the ability to register to vote?
Yes

Demographic Information

What is your age?

41-64 years

Occupation (If retired, please indicate former occupation or profession)

Restaraunt and Bar operations, management. Owner/Operator of Lux Perpetua Coffee

Education

Garfield High School, Seattle

Military History

Are you, or have you been, a member of the United States Armed Forces?

No

Ethnicity

The City of Tacoma promotes cultural and ethnic diversity on citizen committees, boards, commissions, and authorities. Information in this section will assist in achieving this goal, and is voluntary.

White

Questions

Question 1 *

Why are you interested in serving on the City Council, and are there specific areas of city government you would like to explore or address?

As a newer resident of Tacoma who has decided to put down roots here for the future, I have a deep interest in the direction the city is taking for its future, particularly for its East and South side which have been overlooked and deprived of opportunities.

I own a home and business in district 4, I have lived in Tacoma now for 7 years, and opened my business 5 years ago. Upon moving to east Tacoma, I was struck by some of the missing amenities available in the area. This prompted me to open my shop on McKinley Ave in 2019, to provide what I considered an important "3rd Place" service to the community, and to cement my relationship with my new neighborhood. It was both a financial investment as well as an investment of intention for its future.

Having been a member on various city comities, attendee at various unofficial meetings and groups looking at issues facing the area, I have come to see the importance of being actively engaged with the community to work toward its improvement. As both a resident and entrepreneur I have vested interest in seeing this area thrive, both economically and socially, and want to lend my voice to creating a strong future for the neighborhood and its residents.

Question 2 *

How do you hold diversity as a value, and how will you bring that to your role on the City Council?

The Eastside of Tacoma is stronger thanks to a vibrant array of people, representing different generations, backgrounds, ethnicities and languages.

I believe that a community like ours requires leadership that listens to its constituent parts, and that values the voices of its people and will work for the most equitable outcomes for all its residents. I think this idea is borne out in my business, which provides an inclusive and safe space for all who work at or patronize it.

I moved to Tacoma to escape the rising cost of living costs and the consequences of poor urban planning in downtown Seattle, intending to make it my lifelong home. having been directly impacted by the "growth at all costs" approach to Seattle's development over the last few decades. I am passionate about helping Tacoma grow in a way that is congruent with its unique character, and opens opportunities for all its residents, not just for a wealthy and or well-connected few.

I also value diversity of ideas and take a democratic and consensus view towards collaboration and believe that the perfect should not be made the enemy of the good where public welfare is concerned. Finding solutions through compromise and mutual benefit where differences arise is at the core of the American system of government.

Question 3 *

Please share any professional and/or community activities, including boards and commissions experience

Owner Operator Lux Coffee

Working in my shop on McKinley Ave I interact regularly with my neighbors, and the wider Tacoma community. It gives me a level of "finger on the pulse" interaction with the people who live here and connects me to other small business owners in the area. the insights from those relationships are informative and valuable.

President of the McKinley Hill Business Association.

Our small but growing local business association, the first of its kind on Mckinely hill in almost 2 decades, hopes to restore and foster a vibrant and robust commercial district.

Community representative for McKinley Hill in selecting the urban design company for the eastside Neighborhood Planning program. The city agreed with our assessment and went with the company we selected.

Eastside representative for the Facilities Planning Commission's community feedback group. Several months of meetings reviewing various city departments' presentations and giving recommendations based on the needs presented. Our final recommendations centered on the Fire Department's needs citywide, followed by library facilities for the Hilltop and Eastside communities.

I was asked to be on both committees by councilwoman Ushka due to my perspective as a small business owner on McKinley hill.

I take part in other less official meetings including small business owner gatherings and neighborhood discussions regularly.

Question 4 *

List any experience that would assist you in serving on the City Council

While I have no direct experience in city government, I like to think that my work experience lends itself to working with a large cross-section of the public. I place a high value on finding the most efficient solutions possible, and on finding middle ground on contentious issues, which I believe is fundamental to the operation for any democratic government.

As a small business owner and employer, I am a strong proponent of providing a fertile environment for small business to thrive in, as I see a city's small businesses as best representative of its constituency, its creativity and its culture. While larger industry and business can be the economic root of a city, its small businesses are its branches, where its color and unique elements can shine. The benefits they bring to a city go beyond financial, they create the atmosphere, livability and quality of life elements desired in any city, as much as its parks, public spaces or monuments.

Question 5 *

Indicate any activities you are involved with that may present a conflict of interest with appointment to the City Council.

none

Question 6 *

List any and all elected and/or public offices you have held (Provide dates)

none

Question 7 *

Is there anything additional you wish to share?

While I had not given much thought to the possibility of public service previously, with the passing of Councilwoman Ushka, who I interacted with regularly prior to her illness, the importance of competent and invested local leadership was made very clear to me. Her absence underscored just how much she did for this neighborhood, and the city at large, and why this position can't be taken for granted. While I don't feel that I am nearly as qualified as she was to do this job, I am a capable and concerned citizen willing to work for real change, and for the development of our neighborhood as a safe, healthy, thriving community.

Availability and Confirmation**Known Relationships**

Are you related to any elected City official or City employee?

No

How did you hear about this opportunity? *

City of Tacoma Staff

Interview Availability *

Applicants may be asked to attend an in-person interview with the City Council; these interviews are tentatively scheduled for July 9, 2024, at 6:00 p.m. following the Council Business meeting. Virtual interviews will not be available. If selected to interview, are available on this date?

Yes

Confirmation *

I confirm that I am a City resident for the past two years and District No. 4 resident for the past one year, and a qualified elector.

TRUE

[Submitted and signed via SmartSheet]

Signature

6/21/2024 1:51:00 PM

Date

Letter: Yes

Resume: Yes

Justin Orion Everman

McKinley Hill resident and Homeowner

Owner/Operator at Lux Coffee

President, McKinley Hill Business Association



Professional Experience:

5 years as owner operator of Lux Coffee in Tacoma.

- Employee management.
- Logistics and product ordering.
- Equipment maintenance.
- Team building.
- Budgeting and payroll management.
- Marketing and promotion.
- Customer service, community building.

Community organization and committee participant

- Founding member and president of the McKinley Hill Business Association.
- Committee Member for the McKinley Hill Neighborhood Improvement Project.
- Eastside representative on the Facilities Planning Neighborhood Committee.
- Active withing the small business community in the Tacoma and Seattle area.
- Active in local discussion and neighborhood groups working toward bringing neighbors together to improve our community.

Over 20 years in the food and beverage industry.

- Bartender, caterer, bar and nightclub security.
- Team manager.
- Product ordering and information.
- Customer interactions and problem resolution specialist.

Other Work History

- Commercial Fisherman Deckhand, Kodiak Alaska.

To the Committee

I am forwarding this cover letter and resume as an explanation of my experiences and qualifications for Tacoma City Council Position 4. The combination of my lived experience and an environmental professional makes me uniquely qualified to represent the people of Tacoma. I was born and raised on Hilltop and I have recently moved over to the East Side of Tacoma, another historically underserved neighborhood. Throughout my life I have engaged with people from Tacoma. Professionally, my work has focused on enterprise asset management (EAM), project management, NEPA/SEPA work, community engagement, mitigation, and wetland work. Socially I participate as a board member for Metro Parks Tacoma and the College Success Foundation. I am also a member of the Free-Masons.

Currently I work WSDOT as a Transportation Planning Specialist II as a member of the Olympic Region fish passage pre-design team. In my role I coordinate and generate end deliverables required for the Project Summary Package such as preliminary schedules and basis of design documents based off consultant recommendations. In my capacity I also serve in some project management roles for SEPA/NEPA work within the region helping with task-order organization and stakeholder identification. I also serve to screen projects for Complete Streets and lead the pre-design effort for all fish passage projects that screen for Complete Streets.

Before coming to WSDOT I worked for Pierce County Parks as their Natural Lands Volunteer Coordinator. My role was to serve as the liaison to help strengthen and build relationships between volunteer communities and the County. I coordinate special events and projects that enhance wildlife habitat on the County's 4200 acres of natural lands. I assist with the EAM of the County's natural lands by performing property assessments, recording volunteer hours, creating maps in GIS start to finish, and entering data into the County system.

Prior to working for Pierce County, I worked as an intern at WSDOT. In one of my internship roles at WSDOT I performed EAM for all roadside vegetation activities and wetland monitoring throughout the state. I reviewed and revised the Integrated Vegetation Management (IVM) plans for WSDOT's 29 different maintenance areas and verified records. I organized and served as liaison for meetings between county weed boards, stakeholders, and WSDOT maintenance personnel to coordinate annual vegetation management strategies. As a wetland intern, I delineated wetlands and performed vegetation sampling.

In addition to the skills noted above and, on my resume, my other qualifications are as follows:

- Ability to build and develop relationships with staff, stakeholders, and public officials with confidentiality and diplomacy
- Multimodal Transportation Planning
- Able to record raw geospatial data and process it to create GIS maps
- Knowledge of plants endemic to the Pacific Northwest
- Knowledge of major environmental legislation and acts
- Experience leading community outreach efforts and developing stakeholder relations that resulted in tangible, coordinated, performance-based planning strategies and solutions
- Experience developing audience specific communication pieces

As you will further see upon review of my resume, I am a strong candidate for the Tacoma City Council Position 4. I have a fresh perspective and outlook. I am a visionary leader with a mission to serve my community. My vision for Tacoma is available for you to review on my website Hunter4Tacoma.com – I look forward to engaging in this process.

Sincerely,
Hunter D. Henderson



Application Form Tacoma City Council District No. 4

Received 6/19/2024
5:23:00 PM

Please return your completed application form, cover letter, and résumé to the City Clerk's Office no later than 12:00 Noon on Monday, June 24, 2024. You may submit your application materials by:

Mail or hand deliver to: Attn: City Clerk's Office, c/o Customer Support Center, Tacoma Municipal Building,
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NOTE: This document and any attachments are subject to public disclosure. Certain information is exempt. See RCW 42.56 for state law regarding public records and certain records that are exempt from public disclosure.

Contact Information and Qualifications

* Indicates a response is required.

First Name * Hunter

Last Name * Henderson

Email * [REDACTED]

Preferred Phone Number * [REDACTED]

Current Residential Street Address *

To be eligible to serve as a City Council Member you must be a resident of the City of Tacoma. Include City and Zip Code. Not a PO Box.

[REDACTED]

Residency Requirement *

Were you a resident of the City of Tacoma for two years immediately preceding filing this application for the City Council?
Yes

District Residency Requirement *

Were you a resident of Council District No. 4 for one year immediately preceding filing this application for the City Council?
Yes

Where did you reside? * (List addresses and dates of residence)

1. [REDACTED]

2. _____

3. _____

Are you a qualified elector? *

Do you have the ability to register to vote?
No

Demographic Information

What is your age?

25-40 years

Occupation (If retired, please indicate former occupation or profession)

Transportation Planner

Education

Master's in Public Administration (MPA). The Evergreen State College

Military History

Are you, or have you been, a member of the United States Armed Forces?

No

Ethnicity

The City of Tacoma promotes cultural and ethnic diversity on citizen committees, boards, commissions, and authorities. Information in this section will assist in achieving this goal, and is voluntary.

Other

Biracial Black and white

Questions

Question 1 *

Why are you interested in serving on the City Council, and are there specific areas of city government you would like to explore or address?

I am interested in serving on the City Council of Tacoma because I love Tacoma, this is my home and always will be. I have lived here my whole life and I have seen the changes in Tacoma over time.

I understand policies and how to reach people who have been historically excluded because I am person from one of those communities, Hilltop. I am interested in addressing policies and current functions that steamroll over community wants and needs. Because most of our policies are antiquated, some of them were drafted before I was born and have never been updated. We need to update our policies and how we do outreach to our community because as public servants we are here to serve the people we represent. And if we want to have a future resilient city we need to have agile and adaptive policies to protect our people and safeguard us from the clutches of organizations, businesses, and people who do not have Tacoma's interest at heart. One policy I would like to amend is the Shoreline Master Program for Tacoma. As many know, Commencement Bay is one of our nation's first superfund sites. We have come a long way, with a lot of money, since then but we still have a long way to go. Having an environmental background I know about the sustainability triangle - the perfect balance of economy, social, and environmental benefits. Within our waters we could operate the GreenWave model of Regenerative Ocean Farming. Through this venture alone we could clean our waters, create jobs, and potentially supply clean healthy food at minimal costs for our people - if not that then we can create wonderful organic fertilizer for our local farmers while still providing the economic benefit of future resilient jobs - it is a win in all senses of the word for our people. Currently I am a Transportation Planner with the Washington State Department of Transportation. I would also like to address the traffic and safety of our streets - anywhere feasible I want to install roundabouts. There is proven data about the safety roundabouts for collisions. Along with roundabouts come economic and environmental benefits as well - roundabouts decrease emissions from idling cars by keeping continuous flow and reduce the urban heat island effect. Having a smooth flow of traffic means nobody has delays in arriving to their destination. And roundabouts eliminate the need for electricity and programming of traffic lights, each light costs our city dollars to because of routine maintenance and electricity.

Question 2 *

How do you hold diversity as a value, and how will you bring that to your role on the City Council?

Growing up biracial, indigent, and a first generation college student - I hold diversity close to my heart. I earned the Achiever's Scholarship because of diversity efforts to get people like me in places where we have traditionally not had a space. Statistically growing up in Hilltop in the 90s and graduating in 2007 I should not be where I am. I have seen some of my friends fall victim to negative influences like gangs, drugs, and homelessness. And I do not judge them, I want to help them - to serve them and help guide them back to a healthier life without trauma. Because of my looks, where I grew up, and my lived experiences I can enter marginalized communities and build trust faster than others. I can relate to people that often do not participate in the democratic process because they have lost faith. Having me in City Council will help restore faith in the process for marginalized communities.

Question 3 *

Please share any professional and/or community activities, including boards and commissions experience

My journey to serving the public began fairly young. In middle school I earned a spot as an artist on the Hilltop Artist in Residence Production Team - I created pieces that are sold to help continue funding the program and participated all through high school. In high school I was a member of DeMolay, a Masonic Youth Fraternity for young men that focuses on charity and service to the public. We would help elders in the community with doing free yard work or go to retirement homes during Christmas to sing carols.

Another great service honor was participating as an AmeriCorps member for Pierce County Parks and Recreation. During my time there I established a bird monitoring program and partnered with a local Boy Scout troop to build bat boxes. I also worked closely with the Tacoma Tree Foundation to distribute over 2000 trees to marginalized communities in over 30 zip-codes.

Right now I am a professional public servant working for a state agency on correcting culvert barriers so the Pacific Northwest can maintain ecological integrity. In my spare time I have participated as a board member on the Hilltop Action Coalition, I was part of the effort to stop Tacoma Public Schools and Metro Parks from eliminating valuable greenspace in Hilltop - and currently I serve on the College Success Foundation Alumni Tacoma Board, and the Metro Parks Tacoma Nature and Environmental Council. I am also set to be Worshipful Master (president) of Fairweather #82, my Masonic Lodge, where we support Tacoma Public Schools and the McKinney Vento with charity donations. Our lodge has paid for over 400 G.E.D tests and we will continue to do so.

Question 4 *

List any experience that would assist you in serving on the City Council

In my life I have worked a variety of jobs and have had a unique life experience. I worked my way through college in the service industry as a line cook - in that industry the customer experience is everything and adaptability was key. It is a relatively thankless jobs as many kitchen workers are not seen or heard yet we prepared food as good as we can for the people who came to patron our establishment. It is relatable to public service because we do not serve for the accolades, we serve because it is our passion.

I was a non-traditional student due to a learning disability and spent a eight years getting a four year degree - but because of my tenacious nature i persisted. I now have a graduate degree that helps me understand how to serve the public in a formal way. I can navigate situations of ambiguity with tact and grace by using the principles of Plain Talk. I can maintain and establish stakeholder relationships with peoples that others may not be able to reach. More importantly I have the ability to code switch in order to be salient to the people I serve. The compassion and empathy to meet people where they are not where you want them to be is vital for a public servant.

Question 5 *

Indicate any activities you are involved with that may present a conflict of interest with appointment to the City Council.

At this time I am involved with no activities that would present a conflict of interest with my appointment to City Council and I do not foresee any in the future. I desperately want to serve Tacoma in an official capacity and will chose Tacoma every time over anything else.

Question 6 *

List any and all elected and/or public offices you have held (Provide dates)

I have been elected as an officer of my Masonic Lodge and I help manage our assets and trusts of over \$1 million dollars so we can do charity for the community.

Question 7 *

Is there anything additional you wish to share?

Observing the current state of our society I would say we are not in the place we should be. That is mainly because people stick to the status quo for one reason or another. Our society was developed and it was not meant to include everyone and those systems are now deeply rooted and difficult to change - but they can and they have. These changes were only brought about by people of integrity and courage - people willing to be dedicated to the vision and willing to potentially risk it all by pushing the envelope of status quo. I am willing to risk it all because I believe in my dreams for The City of Destiny, our home. I am non-traditional in many senses of the word. My parents met under unpropitious circumstances, but they made it work and raised a family in a redlined neighborhood in a underfunded community. I am a first generation college graduate and despite taking eight years to get a four year degree I did it. I went to a private school, a community college, a remote school and a public university - but I persevered through my tenacious nature. In these times where things are moving fast and there is a great risk for total loss we need people of courage - we need to do something different and to do that we need someone different. I am tired of people looking down on Tacoma. To me serving the people of the city and our future is everything. I would dedicate all of my time to this position above all else. I want to understand first hand the issues of our neighborhoods. Because for me this is not about the money - I am not a career politician - I am a man of the people and for the people and I live to serve them. Tacoma is the City of Destiny and with our people we can achieve heights that nobody thought possible of Tacoma. We just need to be willing to take the risk on someone who has been overlooked and underestimated. We need someone who has had to fight to have a place at the table and is occupying spaces that have been traditionally denied to them. [Revised via email 6/20/2024]

Availability and Confirmation**Known Relationships**

Are you related to any elected City official or City employee?

No

How did you hear about this opportunity? *

City of Tacoma Website/Social Media

Interview Availability *

Applicants may be asked to attend an in-person interview with the City Council; these interviews are tentatively scheduled for July 9, 2024, at 6:00 p.m. following the Council Business meeting. Virtual interviews will not be available. If selected to interview, are available on this date?

Yes

Confirmation *

I confirm that I am a City resident for the past two years and District No. 4 resident for the past one year, and a qualified elector.

TRUE

[Submitted and signed via SmartSheet]

Signature

6/19/2024 5:23:00 PM

Date

Letter: Yes

Resume: Yes

Hunter D. Henderson

www.linkedin.com/in/hunter-d-henderson

EXECUTIVE SUMMARY

Driven environmental professional with strong environmental industry experience coupled with robust environmental education. Focused on designing habitat restoration projects, enterprise asset management, and establishing public and private partnerships. Managed million-dollar fish restoration projects. Unique and diverse perspective. Ability to work under extreme environment and social conditions. Organized and diligent employee with excellent research, written, oral, and interpersonal skills.

CORE COMPETENCIES

Communications	Land survey	Complete Streets
Ecological systems knowledge	Unique Problem Solving and Creativity Ability	Customer Service
Data collection – Comp Plan Review	Restoration Site-Assessment	Project Management

EXPERIENCE

Transportation Planning Specialist II

Washington State Department of Transportation

Olympic Region

September 2021-Present

Craft site contextual documents to inform builders incorporating scientific reports, comprehensive plans, and Complete Streets concepts. Coordinate meetings to discuss scope and delivery of fish passage projects and other freeway projects with WSDOT and community stakeholders. Draft work appropriately scoped work plans for transportation projects involving multiple agencies, consultants, and community involvement. Experience with NEPA and SEPA process and documentation. Use GIS and other spatial software, like Streetlight Data, to create visual maps and locate data for individual projects.

Key Accomplishments:

- Certificate in Fish Passage and Stream Restoration Design.
- Certificate in Construction Plans Reading Competency.
- LEAN Sigma-Six Green Belt

Natural Lands Volunteer Coordinator

Pierce County Parks and Recreation

Pierce County

2020-August 2021

Manage the volunteer listserv to relay activities, events, and training related to natural lands stewardship. Assess natural area within parks for ecological function. Record and process Trimble data into GIS maps. Prepare ecological and site appropriate restoration plans. Conduct community engagement by creation of targeted advertisements and attendance of stakeholder meetings. Procured native plants and maintained a live inventory for County events. Coordinate community events involving field work including invasive species removal and native plant installation. Prepare proposals and recommendations for innovative County-wide natural lands programs.

Key Accomplishments

- Created Pierce County Parks tree give-away program in partnership with Earth Day South Sound distributing 2300 trees throughout Pierce, King, and Thurston Counties.
- Built relationships with external agencies
- Installed boxes for sensitive bat and bird species on County property
- Created a monitoring program for bats and birds.

Roadside Maintenance Internship

Washington State Department of Transportation

Olympia, WA

2019-2019

Responsible for statewide inventory and data tracking of vegetation activities in WSDOT roadside assets covering over 100,000 acres. Reviewed and updated Integrated Vegetation Management Plans including hazardous tree removal, mowing, and herbicide use. Used GIS to insert current noxious weed data points for future treatment by spray technicians. Served as liaison between WSDOT maintenance crews and county noxious weed boards. Helped with quality assurance and quality control of WSDOT highway maintenance activities.

Wetland Monitoring Internship

Washington State Department of Transportation

Olympia, WA

2018-2018

Hunter D. Henderson

www.linkedin.com/in/hunter-d-henderson

Studied over 50 different plants, shrubs, and trees endemic to Washington State Wetlands. Collected qualitative and quantitative data for EPA compliance monitoring reports. Identified and collected samples of invasive species present on monitored sites. Measured vegetation for cover, density, and vitality for compliance reports. Designed sampling methodology according to site specific needs. Used ArcGIS to input collected data for publishing in the monitoring report.

Study Abroad Ambassador

University of Washington Tacoma

Tacoma, WA

2013-2014

Liaison between program faculty and Study Abroad Coordinator. Hosted quarterly workshops and events about financial aid, scholastic writing, and cultural immersion training. Developed marketing materials, developed webpages using Drupal software and handled sensitive paperwork and documents.

Key Accomplishments

- Developed a campus-wide peer-to-peer mentoring program for international and domestic students.

EDUCATION

Master of Public Administration-Environmental Policy Focus

The Evergreen State College, Olympia

Olympia, WA

June 2019

Bachelor of Arts; Environmental Studies

Minor; Hispanic Studies

Certificate; Restoration Ecology

University of Washington Tacoma, Tacoma

Tacoma, WA

December 2014

CERTIFICATIONS

Restoration Ecology (REN)

2014

Industrial First Aid

2019

Incident Command System 100, 200, 700, 800

2019

40-hour-HAZWOPER

2019

CESCL-WSDOT 2019-139

2019

VOLUNTEERISM

Secretary-Environmental Advocate

Hilltop Action Coalition

Tacoma, WA

2021-Present

Community based coalition and 501(c)3 nonprofit that engages residents, businesses, and partner organizations to build and sustain a resilient community with socially-just housing, jobs, commerce, and quality of life

Board Member

College Success Foundation-Tacoma Alumni

Tacoma, WA

2020-Present

The foundation focuses on: networking, professional and leadership development, personal finance and giving back.

Junior Warden

Fairweather #82 Free and Accepted Masonry

Tacoma, WA

2009-Present

Creating a culture of philanthropy to invest in youth and education, provide comfort and support for seniors and those in need.

MEMBERSHIPS

Society for Ecological Restoration

The Wildlife Society

Sierra Club

AWARDS

Achievers Scholarship 2007 (Competitive Statewide Scholarship)

Benjamin A Gilman Scholarship (Competitive National Scholarship)

June 24, 2024

Dr. Brian Humphreys
Tacoma, WA 98404

LinkedIn Profile: [linkedin.com/in/humphreysbrian](https://www.linkedin.com/in/humphreysbrian)

Tacoma City Council
747 Market Street
Tacoma, WA 98402

Dear City of Tacoma Councilmembers,

I am honored to apply to complete the Tacoma City Council District 4 term. I am an Eastside resident, father, and leader with 20 years of experience in the public and nonprofit sectors. I am also a university professor, and I am finishing a second doctorate in organizational leadership. Like many Tacoma residents, I was deeply inspired by Councilmember Ushka's example of service, advocacy, and community-building. It is a privilege to be considered to complete her term and honor her legacy in this community.

For more than a decade, I have been one of Tacoma's active behind-the-scenes leaders. I built the Tacoma Tideflats Certificate with Bates Technical College and Tacoma Public Schools, I created the financial empowerment program for Sound Outreach and Harborstone Credit Union, and I wrote the contracts for the first four Centers for Strong Families for which I hired and embedded financial coaches. I started a nonprofit to build trust with struggling fathers and deliver them high-quality services that won the Poverty to Possibilities award from United Way in 2019. I was on the leadership team for the Pierce County Health Department's collective impact initiative to address the disparity in life expectancy between North and East Tacoma. I collected data and helped raise funds for the Bryant Neighborhood Center that serves the Hilltop. I have also prioritized elevating others' voices and have declined to pursue more public-facing roles. However, I am inspired to apply for this position because of Councilmember Ushka's humility and authenticity.

I grew up in NE Tacoma and Federal Way, but I have been a homeowner and parent in the 98404 zip code for the past ten years. I have three children going through our schools. I use this infrastructure, these amenities, and frequent Eastside businesses. I can feel the strain of change as more people move to Tacoma and households struggle to afford housing and other basic needs. This is why much of my emphasis has been on education and pathways to living wage jobs and supporting changes to housing policy and zoning, such as Home in Tacoma. Part of my commitment to diversity, equity, and inclusion is to ensure the households that work so hard to make the Eastside a great place to live have opportunities to earn enough to afford to stay here and enjoy it.



Application Form Tacoma City Council District No. 4

Received 6/24/2024
7:39:00 AM

Please return your completed application form, cover letter, and résumé to the City Clerk's Office no later than 12:00 Noon on Monday, June 24, 2024. You may submit your application materials by:

Mail or hand deliver to: Attn: City Clerk's Office, c/o Customer Support Center, Tacoma Municipal Building,
747 Market Street, Second Floor, Tacoma, WA 98402

By e-mail to: cityclerk@cityoftacoma.org

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NOTE: This document and any attachments are subject to public disclosure. Certain information is exempt. See RCW 42.56 for state law regarding public records and certain records that are exempt from public disclosure.

Contact Information and Qualifications

* Indicates a response is required.

First Name * Brian

Last Name * Humphreys

Email * [REDACTED]

Preferred Phone Number * [REDACTED]

Current Residential Street Address *

To be eligible to serve as a City Council Member you must be a resident of the City of Tacoma. Include City and Zip Code. Not a PO Box.

[REDACTED]

Residency Requirement *

Were you a resident of the City of Tacoma for two years immediately preceding filing this application for the City Council?
Yes

District Residency Requirement *

Were you a resident of Council District No. 4 for one year immediately preceding filing this application for the City Council?
Yes

Where did you reside? * (List addresses and dates of residence)

1. [REDACTED]

2. _____

3. _____

Are you a qualified elector? *

Do you have the ability to register to vote?
Yes

Demographic Information

What is your age?

25-40 years

Occupation (If retired, please indicate former occupation or profession)

University professor

Education

Doctorate, George Fox University

Military History

Are you, or have you been, a member of the United States Armed Forces?

No

Ethnicity

The City of Tacoma promotes cultural and ethnic diversity on citizen committees, boards, commissions, and authorities. Information in this section will assist in achieving this goal, and is voluntary.

White

Questions

Question 1 *

Why are you interested in serving on the City Council, and are there specific areas of city government you would like to explore or address?

I am an Eastside resident, parent, and leader with years of experience managing projects, training other leaders, and partnering with the City of Tacoma to achieve mutual goals. It would be a tremendous honor to follow in Councilmember Ushka's footsteps and continue her legacy of service and community-building. I am especially interested in infrastructure, housing affordability, workforce development, and youth mental health.

Question 2 *

How do you hold diversity as a value, and how will you bring that to your role on the City Council?

Diversity, equity, and inclusion have been a significant pillar in all my work throughout Tacoma. When I built the Tacoma Tideflats Certificate with Tacoma Public Schools, the financial empowerment program for Sound Outreach, and wrote the contracts for the first Centers for Strong Families, I did so to empower all Tacoma households and create clear pathways to mitigate the effects of historical and systemic racism. I would bring to the City Council the passion and experience to hear everyone's stories, values, and aspirations to represent the Eastside as the city continues to grow and change.

Question 3 *

Please share any professional and/or community activities, including boards and commissions experience

I currently serve on the Eastside Neighborhood Advisory Council, chairing the Economic Development Committee. I also serve on the board of Impact Centers, a nonprofit based out of the Eastside. I served on the City of Tacoma's Human Services Commission from 2014 to 2016. I started a nonprofit organization in Tacoma called Just Dads that won the Poverty to Possibilities Award from United Way in 2019. I am still on the board of that organization. I am also an elder at Trinity Presbyterian Church and am on the board of the Bryant Neighborhood Center.

Question 4 *

List any experience that would assist you in serving on the City Council

I have created and managed many community-based projects in Tacoma, most involving partnering with the City. I am accustomed to working with elected officials, directors, and staff members from various departments. I managed the Human Services department for the City of Lakewood for three years, which required regular partnership and communication with the City Council members. As a university professor, I recently created a new course in Advocacy and Policy for my Community Development students to equip them to partner with the public sector and possibly run for office themselves.

Question 5 *

Indicate any activities you are involved with that may present a conflict of interest with appointment to the City Council.

I would need to resign from my current Eastside Neighborhood Advisory Council role.

Question 6 *

List any and all elected and/or public offices you have held (Provide dates)

None.

Question 7 *

Is there anything additional you wish to share?

As I mentioned, my goal in this position would be to serve the Eastside and represent this community on the City Council, continue the legacy of Councilmember Ushka, and honor the kind of leadership this community elected for itself.

Availability and Confirmation

Known Relationships

Are you related to any elected City official or City employee?

No

How did you hear about this opportunity? *

Neighborhood Council

Interview Availability *

Applicants may be asked to attend an in-person interview with the City Council; these interviews are tentatively scheduled for July 9, 2024, at 6:00 p.m. following the Council Business meeting. Virtual interviews will not be available. If selected to interview, are available on this date?

Yes

Confirmation *

I confirm that I am a City resident for the past two years and District No. 4 resident for the past one year, and a qualified elector.

TRUE

[Submitted and signed via SmartSheet]

Signature

6/24/2024 7:39:00 AM

Date

Letter: Yes

Resume: Yes

Brian Humphreys

Tacoma, WA •

www.linkedin.com/in/humphreysbrian/

Academic Leader and Innovator

Self-driven professional with over 20 years of experience dedicated to empowering communities and pursuing social justice outcomes. Dedicated individual passionate about helping students become confident and empathetic global citizens who can work in a diverse community to achieve equitable outcomes. Strategic leader instrumental in developing and delivering impactful strategies that foster a dynamic growth environment. Innovative communicator with proven success in fund administration, workforce development, nonprofit leadership, and grassroots community engagement.

ACCOMPLISHMENTS

- Created a new master's degree in Community Economic Development
- Created a successful pilot certificate program between Bates Technical College and the Port of Tacoma for credit-deficient high school students, which is thriving today.
- Partnered with Harborstone Credit Union in establishing a financial inclusion program for a local nonprofit organization.
- Assisted in establishing the First Five Center for Strong Families locations for United Way.

EDUCATION

PhD, Organizational Leadership

Northwest University, Kirkland, WA

DMin Semiotics and Culture

George Fox University, Newberg, OR

MA, International Community Development

Northwest University, Kirkland, WA

BA, International Relations

Multnomah University, Portland, OR

TEACHING EXPERIENCE

Northwest University – Kirkland, WA

Assistant Professor - School of Global Studies, June 2015 to Present

Deliver comprehensive and engaging lectures and teach multiple courses, including Community Development, Social Entrepreneurship, Culture Studies, and Economic Development, among others. Cultivate healthy relationships with students and staff members to build a culture of continuous learning. Drafted and implemented new curriculum for a new master's degree in Community Economic Development. Mentored and supported peers through facilitating international trips to Oxford, Prague, Turkey, and Costa Rica.

PROFESSIONAL EXPERIENCE

Northwest University – Kirkland, WA

Assistant Professor - School of Global Studies, June 2015 to Present

Deliver comprehensive and engaging lectures and teach multiple courses, including Community Development, Social Entrepreneurship, Culture Studies, and Economic Development, among others. Cultivate healthy relationships with

...continued...

students and staff members to build a culture of continuous learning. Drafted and implemented new curriculum for a new master's degree in Community Economic Development. Mentored and supported peers through facilitating international trips to Oxford, Prague, Turkey, and Costa Rica.

Northwest University – Lakewood, WA

Human Services Manager, February 2019 to February 2022

Managed multiple human services and workforce development contracts valued at \$480K distributed across a community of 19 organizations and 25 programs. Oversaw the general functions of the human services advisory board. Optimized strategic impact initiatives to broaden community and partner involvement. Collaborated with community development and economic leadership to focus on the gentrification impact of the community. Utilized metrics to indicate community progress, and direct organizational efforts to affect those metrics.

Sound Outreach – Tacoma, WA

Director of Financial Empowerment, July 2016 to January 2018

Established financial empowerment programs and strategies that resulted in improved credit scores, debt reduction, savings increase, and increased self-reported confidence in managing finances. Collaborated with Harborstone Credit Union to develop alternative financial products. Supervised and mentored a team of seven financial coaches, focused on providing a successful program serving 200+ residents.

Additional Experience

Manager of Strategic Initiatives, Pierce County Workforce Development Council – Tacoma, WA

Community & Economic Development Specialist Peace Corps Dominican Republic – Santo Domingo

CERTIFICATIONS

AFCPE Financial Coaching Certification

LEAN Six Sigma Green Belt

LISA HUNT



Dear Mayor Woodards and Council Members,

I am excited for the opportunity to apply for the Tacoma City Council District 4. With my innate ability to balance diverse perspectives, along with my community outreach experience, and my financial background, I believe I will bring positive energy and insight to the city council. I have deep roots in Tacoma, and I am proud to say that I have lived in Tacoma's Eastside my whole life. I love our city and have great pride in our diverse and unique neighborhoods. I am deeply committed to our city and believe I can bring a fresh and creative perspective to the council. I embrace different viewpoints and I am not afraid to dive into the deeper work of consensus building and collaboration.

Through personal experience and as a director for our local YMCA, I have had the opportunity to engage and connect with people from various cultural and socioeconomic backgrounds, including the unsheltered, those struggling with drug addiction, mental illness, and the physically challenged. Through this experience, I have gained knowledge and insight into how to meet the needs of underserved populations and the challenges they face.

During my time as a YMCA Late Night and Big Brother Big Sister volunteer, I was able to connect and build rapport with many of our at-risk youth in Tacoma. Building relationships and helping our at-risk youth navigate life has given me the opportunity to see through the eyes of others and instilled in me a deep commitment to create opportunity and dignity for all.

As a University of Washington graduate with a bachelor's in business and accounting, I understand budgets and how to evaluate financial statements. I have worked on numerous committees and helped plan and monitor budgets to ensure the financial goals were met.

I firmly believe that leadership begins from within. Not only within me, but within the hearts of our city leaders. As Eric Boles says, "When a leader has a growth mindset, it makes a positive impact on everyone around them". My desire is to make a difference in our city in a way that will have a positive lasting impact.

Thank you for your consideration for the City Council. I would be honored to represent my neighborhood on the Eastside. I look forward to an interview to discuss my qualifications further.

Best Regards,

Lisa Hunt



Application Form Tacoma City Council District No. 4

Received 6/24/2024
7:44:00 AM

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Contact Information and Qualifications

* Indicates a response is required.

First Name * Lisa

Last Name * Hunt

Email * [REDACTED]

Preferred Phone Number * [REDACTED]

Current Residential Street Address *

To be eligible to serve as a City Council Member you must be a resident of the City of Tacoma. Include City and Zip Code. Not a PO Box.

[REDACTED]

Residency Requirement *

Were you a resident of the City of Tacoma for two years immediately preceding filing this application for the City Council?
Yes

District Residency Requirement *

Were you a resident of Council District No. 4 for one year immediately preceding filing this application for the City Council?
Yes

Where did you reside? * (List addresses and dates of residence)

1. [REDACTED]

2. _____

3. _____

Are you a qualified elector? *

Do you have the ability to register to vote?
Yes

Demographic Information

What is your age?

41-64 years

Occupation (If retired, please indicate former occupation or profession)

Education

Bachelor of Arts in Business Accounting, University of Washington Tacoma

Military History

Are you, or have you been, a member of the United States Armed Forces?

No

Ethnicity

The City of Tacoma promotes cultural and ethnic diversity on citizen committees, boards, commissions, and authorities. Information in this section will assist in achieving this goal, and is voluntary.

Questions

Question 1 *

Why are you interested in serving on the City Council, and are there specific areas of city government you would like to explore or address?

I am interested in serving on the city council, simply put, because I love our city! When you love something, you step up, you fight for it, and you do whatever it takes to make it better. I am a lifetime resident of Tacoma's Eastside and I am proud of our city. I want to see our city continue to grow and thrive and I believe that I can offer a unique perspective because of my history and experience in community service, finance and leadership.

One area I am interested in exploring is our city's finances. With my degree in accounting, I believe I can offer fresh insight and creative solutions to help balance our budget.

Another area I am interested in exploring is our community members who are experiencing homelessness and substance abuse. This is a very personal issue as I have family members who have struggled with both issues. I am keenly aware of the difficulty for the unhoused and addicted in getting the help they need. My brother was homeless, addicted to fentanyl and living on our streets. I helped him navigate his way through a broken system. I was surprised to discover how difficult, almost impossible, it was to get the help he needed. I know firsthand what worked and what didn't work in our system. Even though there were a lot of broken parts, there were some that worked well, and I am proud to say that he has been clean and sober for almost 5 months now. I want to offer my compassion and insight to give our unhoused and addicted members dignity and the access to the help they need.

Another area I am passionate about is our youth. In my work with at-risk kids, I have seen firsthand the impact that a caring adult can make in their future. I have had the opportunity to watch many of the youth I mentored thrive into adult life. I would love to explore more ways to get our community involved in mentorship and look for ways to create safe environments where our young adults can develop the tools they need to overcome the obstacles they face.

Question 2 *

How do you hold diversity as a value, and how will you bring that to your role on the City Council?

I am committed to living a life of integrity and leading from a place that encourages openness and embraces everyone's uniqueness. This is the core that drives innovation by bringing unique and creative perspectives to the table and it develops a culture where people are empowered to authentically contribute their diverse voice, opinions and perspectives. If appointed to the council, I will work hard to ensure I engage, connect and listen to our diverse residents of District 4 and ensure their voices are heard and expressed on the issues facing the district and the city.

Question 3 *

Please share any professional and/or community activities, including boards and commissions experience

I have a broad experience in community outreach. I am passionate about giving back to our community and believe this is a crucial part in cultivating cultural awareness. I have served on multiple boards and committees at our local YMCA. I volunteered with the Big Brother Big Sisters of America mentoring young girls and providing a safe place to listen and support them through the challenges of life. I have years of volunteer work with the YMCA Late Night program supporting our at-risk youth through mentorship and creating a safe environment to connect with other caring adults and their peers. I volunteered with a program through the IRS helping elderly and low-income taxpayers through counseling and preparation on their tax returns. I partnered with the department of social services to assist in rehabilitating clients into the workforce. I have countless guest speaking engagements with MultiCare during their community events.

Question 4 *

List any experience that would assist you in serving on the City Council

My experience is extensive in community volunteerism and outreach as well as a work history in leadership, management and balancing budgets. I have spent a lifetime developing a leadership style that creates a culture where people can be heard and valued

Question 5 *

Indicate any activities you are involved with that may present a conflict of interest with appointment to the City Council.

I do not have any activities that would present a conflict of interest

Question 6 *

List any and all elected and/or public offices you have held (Provide dates)

I have not held any elected or public office

Question 7 *

Is there anything additional you wish to share?

If given the opportunity to represent District 4, I will bring all my professional skills to the council and work diligently to represent the Eastside of Tacoma. I will be available to listen and engage with our community members and advocate for their voices to be heard.

Availability and Confirmation

Known Relationships

Are you related to any elected City official or City employee?

No

How did you hear about this opportunity? *

Friend or Co-Worker

Interview Availability *

Applicants may be asked to attend an in-person interview with the City Council; these interviews are tentatively scheduled for July 9, 2024, at 6:00 p.m. following the Council Business meeting. Virtual interviews will not be available. If selected to interview, are available on this date?

Yes

Confirmation *

I confirm that I am a City resident for the past two years and District No. 4 resident for the past one year, and a qualified elector.

TRUE

[Submitted and signed via SmartSheet]

Signature

6/24/2024 7:44:00 AM

Date

Letter: Yes

Resume: Yes

East Tacoma, WA 98404

Lisa Hunt

OBJECTIVE

Lifetime resident of Tacoma's east side looking to serve and represent the diverse Eastside Community of Tacoma to enhance the lives of our members and improve the quality of our neighborhood and business district. To foster unity, diversity, and equity by creating a vibrant and thriving city for all community members.

HIGHLIGHTS OF QUALIFICATIONS

- Innate ability to balance diverse perspectives
- Extensive experience in community outreach
- Effective problem solving with strong negotiating techniques
- Highly organized with vast working experience in busy and fast-paced environments
- Proven ability to work well within a team, handle multiple tasks and swiftly solve problems
- Proficient in navigating conflict allowing everyone to have a voice and feel valued
- Implemented programs that serve diverse and underrepresented populations
- Creative and strategic thinker
- Ability to quickly grasp complex concepts and offer creative solutions
- Served on several committees and boards in Tacoma
- Strong public speaker and community organizer

EDUCATION

Bachelor of Arts in Business Accounting | University of Washington Tacoma

PROFESSIONAL EXPERIENCE

Alaska Airlines | Flight Attendant 2014- present

Provide information, guidance and assistance for safety to passengers on board aircraft. Assist passengers and cabin crew during emergencies. Provide special help to passengers with special needs. Submit analytic reports concerning flight incidents.

YMCA | Adult Fitness Director 2000 – 2006

Supervised, recruited, and trained, staff and volunteers. Coordinated, designed, and delivered programs to enhance the physical, mental, spiritual, and social well-being of adult membership. Developed and monitored an annual budget for the adult programming department.

YMCA | Personal Trainer 2006 – present

Provide coaching, motivation and technical expertise to ensure clients reach their maximum potential. Work closely with clients to develop personalized fitness programs.

ADDITIONAL BUSINESS EXPERIENCE

Intern Staff Accountant | Doty, Beardsley, Rosengren & Co. 2008

Prepared tax returns for individuals and business organizations. Prepared working trail balance, adjusting journal entries and tax accruals for tax returns.

IRS Vita Tax Program Income 2008

Prepared tax returns and counseled elderly and low-income taxpayers.

BRETT JOHNSON

DISTRICT 4 COUNCILMEMBER

WA 98404

CITY OF TACOMA

Dear Tacoma City Hall,

I am writing to express my interest in the position of District 4 Councilmember. With a strong background in Tacoma's Green Economy as a founding partner performing Sales & Logistics Manager at Wane + Flitch LLC and over 20 years of professional experience, I am enthusiastic about the opportunity to serve and make a significant impact in representing the interests, needs and concerns of District 4 and Tacoma as a whole.

In my recent role at Wane + Flitch LLC, I honed my skills in leadership, project management, sales, marketing, budgeting, contracts, purchasing, government regulation, and logistics planning. My responsibilities include enhancing process efficiency and ensuring code compliance, pivotal in driving our company towards achieving its strategic goals. Additionally, my commitment to community outreach and urban wood utilization reflects my dedication to sustainable practices, community engagement, and collaborative community project donations.

I possess a comprehensive skill set including expertise in Microsoft Office Suite (Excel, Word, Visio, PowerPoint, Access), Lean Manufacturing, public speaking, web platform integrations, accounting, energy efficiency, and ERP platforms. My strengths in collaboration, customer and employee safety, logistics planning, R&D, and CRM development, alongside my education in airway science and air traffic management from the Community College of the Air Force, equip me well for this leadership role.

I am eager to bring my background in Tacoma's Green Economy, management, and community service to the Tacoma City Council. I am confident in my ability to contribute effectively with the sitting council and am excited about the possibility of contributing to impactful policies, community projects, and initiatives.

Thank you for considering my application. I look forward to the opportunity of discussing how I can contribute to the success and growth of our community.

Best regards,

Brett Johnson



Application Form Tacoma City Council District No. 4

Received 6/23/2024
12:47:00 PM

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Contact Information and Qualifications

* Indicates a response is required.

First Name * Brett

Last Name * Johnson

Email * [REDACTED]

Preferred Phone Number * [REDACTED]

Current Residential Street Address *

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[REDACTED]

Residency Requirement *

Were you a resident of the City of Tacoma for two years immediately preceding filing this application for the City Council?
Yes

District Residency Requirement *

Were you a resident of Council District No. 4 for one year immediately preceding filing this application for the City Council?
Yes

Where did you reside? * (List addresses and dates of residence)

1. [REDACTED]

2. _____

3. _____

Are you a qualified elector? *

Do you have the ability to register to vote?
Yes

Demographic Information

What is your age?

41-64 years

Occupation (If retired, please indicate former occupation or profession)

Green wood product manufacturing

Education

Associates

Military History

Are you, or have you been, a member of the United States Armed Forces?

Yes

Air Force 2001-2006 honorable

Ethnicity

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White

Questions

Question 1 *

Why are you interested in serving on the City Council, and are there specific areas of city government you would like to explore or address?

I've sought public office in the past and again seek a city council seat because I feel I have a unique background and perspective I can bring to Tacoma City Council that would strengthen the outcomes of a myriad of policies that come before it. I don't claim by any stretch of the imagination to know each and every single issue that challenges members of our community. But I do think I'm a similar lived experience away from many of their issues. I'm interested in the Tacoma City Council because I wholeheartedly believe my life until today has enabled me to become a fierce advocate for each and every member of our community. From family members with mental health and addiction struggles, to housing security challenges, to how do I raise a child that will be a solid member of the community in which they live, to advocating, including, and supporting my LGBTQ family members, to how do I get to work, to how do I cover payroll this week? Generally speaking I think my lived experience has many instances that are under-represented on the City Council and I think a presence of said experience(s) is what the difference is between good policy being great, bad policy persisting, public safety being realized, cost of living remaining accessible, job market opportunity increasing, and environmental goals being achieved. Put simply, my life and lived experience parallels or intersects many others' in district 4 and Tacoma as a whole. I want to use the skill sets I've developed to strengthen the results Tacoma City Hall is delivering. Tacoma is nicknamed "the city of destiny" and I am committed to it being that for current and future residents.

Having spent roughly 20 of my 42 years in district 4 I have the same passion and fervor for Community Vitality and Safety that council member Ushka had. In addition I think my background would make me a strong member of the Economic Development, and/or Government Performance & Finance committees if I have the opportunity to serve together with the sitting Tacoma City Council and staff. Health, welfare, safety, affordability, transportation, and opportunity for all have and always will be a paramount concern in whatever way life has afforded me the opportunity to advocate for.

As a community we're at a crossroads of adapting to 21st century needs while balancing traditional roles and responsibilities of municipal government. Exploring new ways for the city to collect and generate revenue that maintain or improve services while curbing or reducing cost increase is a particular area of focus I believe I would be strong in. I would like to achieve a more sustainable, affordable, accessible, and effective city government.

Question 2 *

How do you hold diversity as a value, and how will you bring that to your role on the City Council?

I spent my formative years living at [REDACTED] and attended (now closed) Rogers Elementary school in East Tacoma's Dome Top Neighborhood on McKinley Hill, within district 4. Throughout my upbringing I was surrounded by varying cultures and beliefs that quickly taught me how important it is to hear and see everyone and to fully see the community as it is. The culture and diversity in Tacoma are unique. I believe immersion in District 4 culture and diversity is what allowed me to seamlessly blend at every stop I made around the country and world beyond for my first 10 years post high school. I did a lot of traveling before I one day concluded Tacoma was in fact my "City of Destiny" and moved home. In recent years diversity has become one of my most paramount values. I'm a product of the Rogers Elementary "Multicultural Program". It's offensive to me that we have not solved the cultural, gender, ethnic, or racial challenges that our community was aware of 40+ years ago. I've had an opportunity to display my commitment to diversity everywhere I've lived or worked. Most notably I've been able to display it as a business owner, countless times over the past 20+ years. I believe it is paramount to our community for the city to cultivate a nurturing and inclusive environment through the services it provides and the opportunities it fosters. It is a clear statement that city government and staff should reflect the people that live within.

Question 3 *

Please share any professional and/or community activities, including boards and commissions experience

Sound Transit Citizen Oversight Panel, Tacoma Permit Advisory Group, Tacoma Business Council, Litter Free 253, March Against Crime, Tacoma Ceasefire, Tacoma Santa Parade, Tacoma Urban Garden, Master Builder's Pierce, Tacoma Pierce County Chamber of Commerce, Puyallup Tribe's Cedar Wellness Center, East Side Neighborhood Council, Dometop Neighbors, Blueberry Park Safe Streets, ENACT Safety Committee, Tacoma SAFE, McKinley Hill Street Fair Safety Team, Tacoma Rising, South End Neighborhood Council, and Tacoma Police Thanksgiving Turkey event.

Question 4 *

List any experience that would assist you in serving on the City Council

I believe my experience as an Air Force veteran, an air traffic controller, general contractor, "green" business owner, community activist, volunteer, and collective bargaining unit member will serve Tacoma well in working with other Council Members, the City Manager, City Staff, Bargaining units, and stakeholders to craft and adopt legislation and policy that strengthens both district 4 and Tacoma beyond.

As you can imagine, being an air traffic controller takes a lot of multitasking and creative thinking. While I was an FAA Air Traffic Controller at Boise Airport I learned a lot about multi-jurisdictional government services working with the Federal government, State of Idaho, Ada County, and the City of Boise ensuring safe and expeditious air travel in southern Idaho. At this time I was also a collective bargaining unit member of the National Air Traffic Controllers Association (NATCA) while contract negotiations were underway. As a civilian contract Air Traffic Controller for NATO at Kandahar Air Base, Afghanistan, I was exposed to working under a government contract and many of the associated intricacies. One of my additional duties at Kandahar was incoming flying squadron liaison. In this role I worked with countries from all over the world collaborating on local policies that enabled over 30 countries to safely and expeditiously utilize Kandahar Airport and the surrounding airspace while it was simultaneously the busiest single runway airport in the world.

During my subsequent years as a Tacoma based general contractor I focused on building performance and energy consumption reduction. Additionally I regularly worked with other builders in a consultant capacity developing cost effective techniques and assemblies. I also worked as a trade ally in local utility weatherization programs that delivered more comfortable and efficient buildings for the end user while simultaneously reducing energy expense and carbon emissions.

My volunteer work has afforded me the opportunity to meet people of all walks of life and learn swaths of issues organizations or members of our community are facing. To me that experience strengthens my ability to be an advocate for everyone.

Most recently I've been working in green manufacturing and urban wood utilization and am currently a partner in the only business of its kind in Tacoma offering unique wood products, and custom wood furnishings. Wane + Flich LLC located at 72nd & McKinley in district 5. For 9 years I've worked collaboratively with employees, customers, designers, other businesses, and various government agencies strengthening Tacoma's circular economy, diverting wood from the landfill, and bolstering our local organic art scene.

Cumulatively, these experiences have prepared me to work well with any team to produce the best possible solutions, and outcomes regardless of the issue. As we navigate how Tacoma tackles affordable housing, climate change, diversity, public safety, jobs, and transportation I think my background offers missing perspective on the council while honoring Catherine's legacy, and delivering results to district 4 through the strong policies that come from collaborating with stakeholders, City staff, sitting elected officials, and all other interested parties.

Question 5 *

Indicate any activities you are involved with that may present a conflict of interest with appointment to the City Council.

None

Question 6 *

List any and all elected and/or public offices you have held (Provide dates)

None

Question 7 *

Is there anything additional you wish to share?

The first members of my family to settle in Tacoma arrived in 1923 from Germany seeking refuge from war torn Germany. They settled in what is now the Dome Top neighborhood. Members of my family or myself have been living, working, going to school, volunteering, or doing business in district 4 for over 100 years. While our names and countries of origin are different, our story of seeking a better life, dedication to family, and commitment to community is very similar to those currently coming to Tacoma. It's very important to me that we build and expand Tacoma's legacy of including new people, and ensure opportunity exists for everyone in a healthy, safe, and affordable community.

Councilmember Ushka and I spoke or texted somewhat regularly. I appreciated that she responded promptly to my texts about neighborhood concerns. We lived close enough that we generally heard the same loud cars, or other loud noises. At her memorial I was moved to learn she subscribed to the philosophy "Nothing is impossible". I've subscribed to the same philosophy for many years in my personal and professional life. I would be honored to carry that torch in Catherine's remembrance for the residents of district 4.

I wholeheartedly believe that voters will find themselves in agreement that I'm the right individual for the job and elect me to continue to serve them in November 2025.

Availability and Confirmation

Known Relationships

Are you related to any elected City official or City employee?

No

How did you hear about this opportunity? *

Neighborhood Council

Interview Availability *

Applicants may be asked to attend an in-person interview with the City Council; these interviews are tentatively scheduled for July 9, 2024, at 6:00 p.m. following the Council Business meeting. Virtual interviews will not be available. If selected to interview, are available on this date?

Yes

Confirmation *

I confirm that I am a City resident for the past two years and District No. 4 resident for the past one year, and a qualified elector.

TRUE

[Submitted and signed via SmartSheet]

Signature

6/23/2024 12:47:00 PM

Date

Letter: NO

Resume: Yes

Brett Johnson

Sales & Logistics
manager/member

Brett Johnson

[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

Experience

Wane + Fritch LLC / sales & Logistics manager/co-founder

Dec 2014 - PRESENT, Tacoma, Wa

SawMill and wood shop focused on utilizing urban salvaged logs that grow in Western Washington. Heads inventory development, and installation of ERP platform to streamline sales process, and provide production data for monitoring output efficiency, and decision making for new equipment acquisitions. Implemented lean manufacturing principles. Expanded capacity for virtual meetings/sales and ecommerce with retail and commercial clients. Regularly consults on logistics with sawmill department, and woodshop department to plan custom projects, timelines, budget, and outsourcing as appropriate. Heads R&D to search for more and scalable uses of urban wood. Collaborates with builders & government entities to achieve outcomes that strengthen our circular economy and carbon emission goals. Building & process efficiency oversight. Customer & employee safety manager in "working sales environment". Routinely works with customers and building officials to deliver code compliant products/assemblies.

Eco Insulate Northwest LLC / Sales manager/co-founder

Jan 2009 - June 2018 Tacoma, Wa

Insulation and home performance services company that served residential and commercial customers. Specialized in bench mark specified projects for high performance commercial and residential buildings. Provided pressure testing, and infrared diagnostic services to identify and repair air infiltration and associated poor building efficiency and occupant comfort. Regularly worked cooperatively with building inspectors, contractors and other trades to ensure order of operations and assemblies that resulted in the highest possible building performance and comfort within a given budget and assigned timeline while meeting or exceeding local code requirements. Participated in utility funded conservation rebates (commercial and residential) with Seattle city light, Tacoma Power, Puget Sound Energy, and Bonneville Power Administration. Routinely developed or upgraded CRM, dispatching, and client project portals to provide the best possible flow of information to install teams as well as clients. Routinely reviewed and attended continuing education opportunities to maintain the most current knowledge of energy code(s).

Midwest Air Traffic Control Services / Air Traffic Control

Watch Supervisor

Jan 2009- Dec 2009 Kandahar, Afghanistan

Provided radar air traffic control services to civilian and military air aircraft arriving and departing Kandahar airport as well as multi national civilian aircraft over flying southern Afghanistan transiting too or from SE Asia. Liaison to newly arriving flying squadrons from all participating NATO countries. During the time period Kandahar was the busiest single runway airport in the world serving 5,500 flights per week. Kandahar was the primary entry point for all air cargo and personnel during the 2009 surge. Worked in unison with Civilian aircraft/air carriers, NATO Battle planners, various US DOD elements, Kabul Air Route Traffic Control Center, Government of Pakistan, and Government of Iran to ensure the safe and expeditious flow of air traffic in southern Afghanistan,.

Federal Aviation Administration Air Traffic Controller

Air Traffic Journeyman

Sep 2007- Dec 2008 Boise, ID

National Air Traffic Controllers Association (NATCA) collective bargaining unit member. Provided radar and tower air traffic control services to general aviation, airlines, Boise Air National Guard, and Forest Service aircraft arriving, departing, and transiting Boise ATCT's area of jurisdiction. Successfully completed FAA Academy Terminal Radar Approach control course. Worked in unison with Salt Lake ARTCC, and Mountain Home AFB to provide safe and expeditious Air Traffic services to Southwestern Idaho.

United States Air Force Air Traffic controller

Air Traffic Journeyman

Aug 2001 - Feb 2006 Valdosta, GA/Moody AFB

Provided radar approach control to military and civilian aircraft in the Moody Radar Approach Control (RAPCON) area of jurisdiction. Coordinated with Moody Tower, Valdosta Regional Airport Air Traffic control tower, Tallahassee approach control and Jacksonville Air Route Traffic Control Center. Supported Air Force combat search and rescue mission, as well as joint service undergraduate pilot training. Provided support for surrounding civilian airports without tower services, as well as civilian pilots evacuating the southern states due to approaching Hurricanes.

American Classic Voyages - MS Patriot

AB - Wiper

Jan 2001 - Aug 2001

Seafarer's collective bargaining unit member. Assistant waiter - main

dining room, bussing services to Windjammer Cafe, Midnight horderves in main lounge. Worked with and in support of food service/preparation staff from around the world as well as deck officers while underway.

Education

Community College of the Air Force/ Associates in airway science & air traffic management

Mar 2002- Jan 2006, Moody Air Force Base, Ga

The Associate of Applied Science in Airway Science Technology, Flight Emphasis is designed to prepare students to apply technical knowledge and skills to the flying of commercial, agricultural, public service, corporate, or private airplanes. It will also prepare students to sit for the Federal Aviation Administration (FAA) written and practical examinations for Commercial Pilot Certificate with Single Engine Airplane Land Rating, Instrument Rating, and the Multi engine Rating as well as the Flight Instructor Certificate with Single Engine Airplane Land Rating.

Tacoma Community College

Jan 2007 - Aug 2007

Two terms of prerequisites for associates in Business Administration

Awards

Dec 2005 Moody Air Force Base air traffic controller of the quarter

2011-2013 Angie's list super service award (ecoinsulate Northwest)

Skills

Microsoft Excel, Microsoft Word, Microsoft Visio, Microsoft power point, Microsoft Access, lean manufacturing, public speaking, various web platform integrations, accounting, energy efficiency, Washington energy code, project management, Universal building code, problem solving, scope writing, team member, sales, marketing, community outreach, urban wood utilization, circular economy, construction process and principles, ERP platforms, inventory

Community Service:

- Tacoma Permit Advisory Group
- Tacoma Ceasefire
- Rebuilding Together South sound
- Eastside Neighborhood council
- Dometop Neighbors

- Sound Transit Citizen Oversight Panel
- Litter Free 253
- Mary Bridge Festival of Trees
- Kitsap Peninsula Woodturners group
- Northwest Solar Group
- Job Carr Museum
- Sea Scouts
- Tacoma Emergency Food Network
- Tacoma Police Turkey handout
- Blueberry Park Safe Streets
- Communities for a Healthy Bay
- Tacoma Urban Farm donor
- Tacoma Santa Parade
- Tacoma Safe
- Tacoma Business Council
- March Against Crime
- Master Builder's Pierce
- Tacoma Pierce County Chamber of Commerce
- Puyallup Tribe's Cedar Wellness Center
- Mckinley Hill Street Fair Safety Team
- Tacoma Rising
- LeMay Museum Cruise-in(s)

Tacoma City Council
747 Market Street
Tacoma, WA 98402

Via email to: cityclerk@cityoftacoma.org
cc: vwoodards@cityoftacoma.org

RE: District 4 Seat

June 20, 2024

Dear Mayor and Councilmembers:

Please appoint me to the District 4 seat. Some of you know me from my work as the CPAC Chair. I am a lawyer who works for the Seattle Police Department. Before that, I was in private practice for eight years. I am a quick study and have been an effective advocate in a variety of areas of law. I have my own firm, which I am currently only using for pro bono immigration work. My schedule is flexible. I could give my full attention to Council business and still execute my other duties at the highest level.

I am an excellent communicator with strong interpersonal skills (I would encourage you to watch any CPAC meeting over the past couple of years to get a sense of my style) but my greatest professional assets are probably my ability to analyze complex fact patterns and render a well-reasoned argument or opinion, and to elucidate the truth of the matter through questioning.

I am an independent thinker who loves to collaborate. I appreciate feedback and affirmatively seek guidance when I don't know the answer – which is often. I am confident, well-organized, self-motivated, respectful, empathetic, liberal but not radical, and I know how to prioritize my caseload. I am committed to serving my community. I hope you will consider inviting me to interview.

Sincerely,

A handwritten signature in black ink, appearing to read 'Allen McKenzie', written over a horizontal line.

Allen McKenzie



Application Form

Tacoma City Council District No. 4

Received 6/20/2024
8:02:00 PM

Please return your completed application form, cover letter, and résumé to the City Clerk's Office no later than 12:00 Noon on Monday, June 24, 2024. You may submit your application materials by:

Mail or hand deliver to: Attn: City Clerk's Office, c/o Customer Support Center, Tacoma Municipal Building,
747 Market Street, Second Floor, Tacoma, WA 98402

By e-mail to: cityclerk@cityoftacoma.org

The City of Tacoma is an Equal Opportunity Employer and values diversity in its workplace. Applicants are considered for positions without regard to race, color, religion, sex, national origin, ancestry, age, marital or veteran status, disability, sexual orientation, gender identity, or any other basis prohibited by federal, state and local laws.

If you need an accommodation in the application process or if you have questions, please call the City Clerk's Office at (253) 591-5505. People with hearing or speech impairments may contact us through Washington Relay Services: 1-800-833-6388 (TTY or ASCII), 1-800-833-6386 (VCO), or 1-877-833-6341 (STS).

NOTE: This document and any attachments are subject to public disclosure. Certain information is exempt. See RCW 42.56 for state law regarding public records and certain records that are exempt from public disclosure.

Contact Information and Qualifications

* Indicates a response is required.

First Name * Allen

Last Name * McKenzie

Email * [REDACTED]

Preferred Phone Number * [REDACTED]

Current Residential Street Address *

To be eligible to serve as a City Council Member you must be a resident of the City of Tacoma. Include City and Zip Code. Not a PO Box.

[REDACTED]

Residency Requirement *

Were you a resident of the City of Tacoma for two years immediately preceding filing this application for the City Council?
Yes

District Residency Requirement *

Were you a resident of Council District No. 4 for one year immediately preceding filing this application for the City Council?
Yes

Where did you reside? * (List addresses and dates of residence)

1. [REDACTED]

2. _____

3. _____

Are you a qualified elector? *

Do you have the ability to register to vote?
Yes

Demographic Information

What is your age?

41-64 years

Occupation (If retired, please indicate former occupation or profession)

Attorney / Advisor

Education

J.D., University of Chicago Law School

Military History

Are you, or have you been, a member of the United States Armed Forces?

No

Ethnicity

The City of Tacoma promotes cultural and ethnic diversity on citizen committees, boards, commissions, and authorities. Information in this section will assist in achieving this goal, and is voluntary.

White

Questions

Question 1 *

Why are you interested in serving on the City Council, and are there specific areas of city government you would like to explore or address?

I am interested in serving on the City Council because it is an important job and I could do it well. Though I cannot replace Catherine Ushka, I do feel I possess some of her qualities: drive, tenacity, empathy, eloquence, integrity. This City my family's home and I want to make it better. It should surprise no one that I would like to explore and address civilian oversight of the police department. I am also interested in tackling the budget.

Question 2 *

How do you hold diversity as a value, and how will you bring that to your role on the City Council?

Diversity is valuable because whether we like to admit it or not, we all live in silos. Therefore, to actually understand an issue, we must seek out perspectives which differ from our own. The best leaders listen and attempt to use multifaceted lenses. They surround themselves with smart people who think differently than they do, who see into their blind spots. They realize that their vision is limited, hope to transcend the biases ingrained in them by their life experiences, and know they need help to get there. Diversity is interesting, valuable for its own sake, and particularly critical in governments and other institutions that have historically perpetrated inequity. In diversity of opinion there is strength - ideas are challenged and the finest find consensus.

Question 3 *

Please share any professional and/or community activities, including boards and commissions experience

CPAC

Washington State Bar Association

Tacoma Pierce County Bar Association

American Immigration Lawyers Association

Lawyers Against Racism

Question 4 *

List any experience that would assist you in serving on the City Council

Working with the Mayor, Chief Moore, his Chiefs of Staff, the City Manager, City Staff, and the Lieutenants in charge of internal affairs during my tenure as CPAC Chair. Working with my CPAC colleagues on important, highly charged issues, and building consensus. Working for the City of Seattle. Traveling the world, living out of a backpack for several years before becoming a lawyer. Representing clients from many walks of life. Being a Dad.

Question 5 *

Indicate any activities you are involved with that may present a conflict of interest with appointment to the City Council.

CPAC- I would have to resign

SPD- I would have to adjust my schedule

Question 6 *

List any and all elected and/or public offices you have held (Provide dates)

N/A

Question 7 *

Is there anything additional you wish to share?

I bought my house on [redacted] in 2019. I like getting my gloves dirty and have a nice view of the mountain from the backyard. I've been a member of the Eastside Community Center for years; my sons and I swim there until Stewart Heights pool opens in the summer. We call Stewart Heights "pirate ship park" because of the sails on the play structure. (I recognize that Stewart Heights is technically in District 5 but I consider it part of the Eastside.) My boys are in the dual-language program at Sheridan Elementary. I also speak Spanish.

My family's favorite Eastside haunts include the Portland Avenue Nursery, the Verlo Park "chorritos" (splashpark), Swan Creek, the off-leash dog park there, the pump track there, and the pipeline trail. I'd love to see the pipeline trail extended to the T-Dome station via a protected bike lane. I'm a fan of the Moore branch library, as are my kids, and Dusty's Hideaway, and El Parche. I see potential in the McKinley business district, and the Lincoln district. I like sound of world music and my neighbors' laughter on the weekends, and chatting over the fence with folks with whom I disagree about politics, but we don't let that get in the way. I think there's probably a little too much firepower on New Year's and the 4th of July where I live, but it's fun. I enjoy living on the Eastside and am proud to say that I do, but I also have some concerns, which I would be honored to get the chance to study and attempt to address.

Availability and Confirmation

Known Relationships

Are you related to any elected City official or City employee?

No

How did you hear about this opportunity? *

Mayor or City Council Member

Interview Availability *

Applicants may be asked to attend an in-person interview with the City Council; these interviews are tentatively scheduled for July 9, 2024, at 6:00 p.m. following the Council Business meeting. Virtual interviews will not be available. If selected to interview, are available on this date?

Yes

Confirmation *

I confirm that I am a City resident for the past two years and District No. 4 resident for the past one year, and a qualified elector.

TRUE

[Submitted and signed via SmartSheet]

Signature

6/20/2024 8:02:00 PM

Date

Letter: Yes

Resume: Yes

Allen R. McKenzie

EDUCATION

J.D., University of Chicago Law School

B.A., Comparative History Of Ideas, University of Washington

WORK EXPERIENCE

Strategic Advisor: Seattle Police Department (July 2023- present)

- Advise the Chief of Police on matters related to officer discipline. Respond to union grievances and engage with union leadership to avoid grievances. Work closely with the Executive Director of Human Resources, the SPD EEO office, and the City Attorney's Office, on a variety of matters.

Pro Bono Immigration Attorney (February 2015 – Present)

- Represent migrants seeking asylum, Special Immigrant Juvenile status, U-nonimmigrant status, and Legal Permanent Resident status.
- Requires Spanish language fluency

Employment Attorney: Roche Law Group, PLLC (April – July 2023)

- Employment law focused practice. Represented both employers and employees.

Civil Litigation Attorney: Kram & Wooster, P.S., Tacoma (October 2019 – March 2023)

- Practice included employment litigation (both plaintiff and defense side), torts, family law, and contract disputes. Represented clients in State and Federal courts.

Immigration Attorney: Shaklee & Oliver, P.S., (May 2017 – September 2019)

- Primarily focused on removal defense litigation.

Criminal Defense Attorney (April 2015 – April 2017)

- Handled mostly misdemeanors for both public and private clients. Appeared in nearly every court of limited jurisdiction in the South Sound.

OTHER RELEVANT EXPERIENCE

City of Tacoma's Community Police Advisory Committee (January 2022 – Present)

- Duties include reviewing the Department's summaries of investigations into complaints submitted by community members, making policy recommendations, community engagement, and working to increase transparency in the way the Tacoma Police Department operates.
- Committee Chair, January 2023 – Present

June 20th, 2024

Dear Mayor Woodards and City Council Members,

It is with great excitement that I submit my interest and qualifications for the open District 4 position on the Tacoma City Council. I was notified and encouraged to apply by the leadership of the Eastside Neighborhood Advisory Council of Tacoma where I am a board member.

My paternal grandparents settled on the East Side in the mid-1970s after immigrating from Mexico. It was there, on McKinley Avenue, where they built a home that would welcome generations of my family. The East Side offered my grand parents to work and live in an area where it was not abnormal to speak Spanish and a place where they could eventually assimilate into being Americans. That neighborhood, my experiences growing up there in the 1980s and 1990s gave me a sense of pride for where I grew up. I have lived all over the city and county, but the East Side is home.

After graduating high school, I enlisted in the US Air Force as a member of the Security Forces. I was able to travel the world, see places that I only saw in movies or in books, meet people from all over the world, and really develop a sense of selflessness. I was well decorated during my time on active duty and my career was excelling at the end of my first enlistment. I had to decide; I could sign up for another four years or I could get out and go to college, which was the initial plan for enlisting. I chose to come home to Tacoma in 2008.

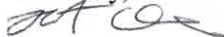
Upon arriving home, I immediately enrolled in college. I obtained my associate degree from Pierce College and then received my Bachelor of Art's in Social Work from the University of Washington-Tacoma in 2011. Due to having briefly experienced homelessness as a teenager, seeing friends and family struggling with housing stability, and seeing the amount of people sleeping outside in my city, I chose to work in the homelessness and housing field. It is here that I truly developed an even deeper compassion for my fellow humans.

My social work career has led me to various positions with increasing responsibilities. Currently I am the Program Director at the Arlington Apartments. We are a housing program for young adults experiencing homelessness in Tacoma. We are located near 38th and E Portland Ave. These young people are truly the future of our city and its amazing to see them grow into something that they did not know they have in them. Being a resident of District 4 as well as working in it has given me new insight into the needs of this district as well as Tacoma as a whole.

I have contemplated the idea of running for office for a long time. The idea seemed so implausible that a kid from East Tacoma, first generation born, could step into such a role. After talking with many mentors, friends, business owners, social service agencies, I feel like they believe in me, and I should do the same. This is an opportunity that I cannot pass up. The council will find me to be an exceptional candidate to fill the open position. I am hard working, honest, trustworthy, and well respected in my community. Because of my network throughout District 4, I believe that I would be able to truly represent District 4 as whole.

I would like to thank you for the honor of being able to submit my qualifications,

Sincerely,



Robert B. Ocasio





Application Form Tacoma City Council District No. 4

Received 6/24/2024
11:39:00 AM

Please return your completed application form, cover letter, and résumé to the City Clerk's Office no later than 12:00 Noon on Monday, June 24, 2024. You may submit your application materials by:

Mail or hand deliver to: Attn: City Clerk's Office, c/o Customer Support Center, Tacoma Municipal Building,
747 Market Street, Second Floor, Tacoma, WA 98402

By e-mail to: cityclerk@cityoftacoma.org

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NOTE: This document and any attachments are subject to public disclosure. Certain information is exempt. See RCW 42.56 for state law regarding public records and certain records that are exempt from public disclosure.

Contact Information and Qualifications

* Indicates a response is required.

First Name * Robert

Last Name * Ocasio

Email * [REDACTED]

Preferred Phone Number * [REDACTED]

Current Residential Street Address *

To be eligible to serve as a City Council Member you must be a resident of the City of Tacoma. Include City and Zip Code. Not a PO Box.

[REDACTED]

Residency Requirement *

Were you a resident of the City of Tacoma for two years immediately preceding filing this application for the City Council?
Yes

District Residency Requirement *

Were you a resident of Council District No. 4 for one year immediately preceding filing this application for the City Council?
Yes

Where did you reside? * (List addresses and dates of residence)

1. [REDACTED]

2. _____

3. _____

Are you a qualified elector? *

Do you have the ability to register to vote?
Yes

Demographic Information

What is your age?

25-40 years

Occupation (If retired, please indicate former occupation or profession)

Social Worker

Education

Bachelor of Arts-Social Work, University of Washington-Tacoma 2011

Military History

Are you, or have you been, a member of the United States Armed Forces?

Yes

US Air Force, 12/2002-01-2008

Ethnicity

The City of Tacoma promotes cultural and ethnic diversity on citizen committees, boards, commissions, and authorities. Information in this section will assist in achieving this goal, and is voluntary.

Hispanic or Latinx

Questions

Question 1 *

Why are you interested in serving on the City Council, and are there specific areas of city government you would like to explore or address?

I am interested in serving on the city council because it has been my goal to serve my community and represent those who may think that they may not have a voice. I have dedicated my life to serving others and making my community a place that our residents should be proud to live in. I feel that there is a large portion of District 4 that do not feel that they have a voice or that the city cares about them.

The area of city government that most interests me is community vitality and safety. I feel like safety is a huge concern in District 4 and I want to do everything I can to ensure that my fellow East Side residents feel safe and feel heard. I want to ensure that residents in District 4 have the same access to services that other residents in Tacoma have. Having many friends and acquaintances who own small businesses in the district, it is also important that they feel supported and heard by the city and I intend to do that.

Question 2 *

How do you hold diversity as a value, and how will you bring that to your role on the City Council?

I believe that the most important part of holding diversity as a value is to understand that everyone has their own experiences, history, backgrounds, opinions, and world outlook. Once that is understood, it is important to accept that person for who they are. Once you accept people for who they are you can then look for a common ground and work from there. I think that one of the most important things that I would bring to my role on the council is that I am open to not only hearing someone's opinion but truly reflecting on how that affects my own values and work. I always tell the people that I supervise if I am the smartest person in the room, or if nobody has an opinion that differs than mine than I have failed them as a leader. I am always open to hearing where someone is coming from and their experience because it may inspire a solution or response that I had never even thought of.

Question 3 *

Please share any professional and/or community activities, including boards and commissions experience

I have been a social worker for the past 12 years and prior to that I served on active duty in the United States Air Force as a member of the Security Forces. I believe that my professional experience has made me a well-rounded person. As a social worker I have primarily worked and homelessness and housing. This has given me a unique perspective and experience that the average resident of Tacoma maybe has experienced. Furthermore, I am currently serving on the board of the Eastside Neighborhood Advisory Council of Tacoma (ENACT). My short time on the council and with the guidance of senior members has truly opened my eyes to the workings of City government and has led me to have a different perspective on the needs of our residents and how we can work together to address those needs.

Question 4 *

List any experience that would assist you in serving on the City Council

I believe that all my experience, both life and professional, make an exceptional candidate for City Council. My most recent experience as the Program Director for the Arlington apartments has given me new insight into the needs of District 4. I feel that I am well respected amongst my neighbors, business owners, and social service providers within District 4 and the city. Furthermore, my experience on the ENACT Board has given me even greater insight into the needs of my district. Throughout my career I have always worked to gain more responsibility and to reach new heights. I am extremely motivated to make changes and have been my entire career.

Question 5 *

Indicate any activities you are involved with that may present a conflict of interest with appointment to the City Council.

I am on the ENACT board, but I would resign my position should I be appointed to the council. I have the support of the board.

Question 6 *

List any and all elected and/or public offices you have held (Provide dates)

I have not been elected to nor held any public office.

Question 7 *

Is there anything additional you wish to share?

I have had a lifelong connection to District 4 and the East Side of Tacoma. My paternal grandparents settled on the East Side in the mid-1970s after immigrating from Mexico. Tacoma offered them the opportunity to own a home and raise their family. The East Side has always been a part of me and no matter where I have lived, it is home. For the past 2 years I have lived and worked in District 4. In my opinion it is one of the most beautiful and diverse neighborhoods of the city.

Availability and Confirmation

Known Relationships

Are you related to any elected City official or City employee?

No

How did you hear about this opportunity? *

Neighborhood Council

Interview Availability *

Applicants may be asked to attend an in-person interview with the City Council; these interviews are tentatively scheduled for July 9, 2024, at 6:00 p.m. following the Council Business meeting. Virtual interviews will not be available. If selected to interview, are available on this date?

Yes

Confirmation *

I confirm that I am a City resident for the past two years and District No. 4 resident for the past one year, and a qualified elector.

TRUE

[Submitted and signed via SmartSheet]

Signature

6/24/2024 11:39:00 AM

Date

Letter: Yes

Resume: Yes

ROBERT OCASIO

Tacoma, WA 98404



PROFESSIONAL SUMMARY

Proven leader skilled in handling administrative, operational and outreach program functions. Wears many hats to accomplish dynamic objectives. Ready to apply 12 years of experience to new professional challenges with growth-oriented organization.

SKILLS

- Organizational Leadership
- Strategic planning
- Customer service
- Procedure writing

WORK HISTORY

11/2022 to Current

Program Director

YMCA Of Greater Seattle – Tacoma, WA

- Provide leadership and oversee day to day operations of Arlington Apartments housing program
- Supervise team of 10 case managers, peers support specialists, and interns
- Developed program to ensure it was in compliance with applicable contracts
- Represent YMCA of Greater Seattle at community events, forums, and meetings in Tacoma/Pierce County
- Work collaboratively with community partners to ensure positive outcomes in accordance with contracts
- Conduct recruiting, orientation, and onboarding to new employees and interns
- Lead quality assurance and compliance projects to improve outcomes

11/2021 to 07/2022

Program Supervisor II

King County DCHS – Seattle WA

- Provide on site leadership and supervision to 15 behavioral health specialists
- Plan, organize, schedule, and coordinate work activities of assigned employees
- Provide on-site presence for training, clinical supervision, and technical support for staff
- Conduct screenings, intakes, support, and discharge planning for clients
- Collaborate with on-site medical team, security team, and management team to ensure quality of care was high for clients.
- Coordinate with existing behavioral health providers to support service planning

12/2020 to 11/2021

Social Service Specialist

King County DCHS – Seattle WA

- Conduct intake assessment of referred clients who have been exposed or have a positive test for COVID-19 at isolation and quarantine sites.
- Conduct wellness checks with clients to ensure medical and mental health needs

are met

- Conduct extensive screening of referrals in collaboration with medical triage team
- Provide de-escalation for any clients having behavioral health issues due to being in quarantine

06/2018 to 07/2019 **Program Development Specialist**

City Of Tacoma – Tacoma, WA

- Work collaboratively with the Tacoma Police Department, other city departments, and community stakeholders to address homelessness issues within the city of Tacoma.
- Respond to resident concerns, complaints, and issues regarding homelessness
- Manage the homeless response map and database, identify issues and areas of improvements to ensure the software was easily used by residents
- Regularly review and revise policies and procedures to ensure the program aligns with cities goal of reducing and eliminating homelessness
- Attend city council, neighborhood and stakeholder meetings and present on the status of the plan to reduce and eliminate homelessness

05/2016 to 06/2018 **Care Coordinator**

Health Homes Program, Pierce County Human Services

- Responsible for assessment, coordination of services and advocacy of older and disabled adult clients
- Conduct outreach and assess for program suitability
- Provide comprehensive assessment to determine individualized client needs
- Develop, implement, and monitor service plans for clients
- Provide care planning and make appropriate referrals

06/2015 to 04/2016 **Social Service Assistant**

HUD/VASH Program, Department of Veterans Affairs – Seattle

- Provide case management, referrals, and transportation to 10 Veterans assigned to the HUD/VASH Program
- Conduct outreach in the community to identify veterans experiencing homelessness
- Assist veterans with finding and obtaining housing
- Identify barriers to housing and advocate on behalf of veterans

08/2014 to 04/2015 **Lead Case Manager**

The REACH Center

- Complete monthly, quarterly, and annual reports using Pierce County and City of Tacoma databases to include E-Cimpact and HMIS
- Provide case management to 25 clients
- Assist clients with obtaining self-sufficiency and/or family reconciliation
- Facilitate and coordinate supportive activities with other program staff
- Establish and maintain collaborative working relationships with community resources

- Develop promotional strategies to inform the community of the program
- Participate in recruiting, updating job descriptions, interviewing, and onboarding new hires

08/2013 to 08/2014 **Lead Housing Specialist**

Housing 4 Success Program, Shared Housing Services – Tacoma WA

- Promote program through presentations and community involvement
- Recruit and train community members to be host home providers
- Interview youth and/or families for program eligibility
- Conduct home visits to ensure youth are in a safe and stable environment
- Provide referrals to social service agencies and resources
- Perform recruitment, interviews, and onboarding of new hires

EDUCATION

06/2011

Bachelor of Arts: Social Work

University of Washington - Tacoma, WA

09/2009

Associate of Applied Science: Criminal Justice

Community College of The Air Force - Maxwell AFB, AL

06/2009

Associate of Arts: Transfer Degree

Pierce College - Puyallup, WA

COMMUNITY INVOLVEMENT

Board Member - East Side Neighborhood Advisory Council of Tacoma
2023-Present

To Whom It May Concern,

I recognize that it is likely that you do have an open position available at this time. My intention with this letter is to establish myself as a capable, intelligent and creative person, so that when you do need fresh talent, I will be considered as a possibility. I welcome any opportunity to meet interesting people, build new skills or utilize my experience.

My working history spans the new talent in services, government, computers, business, avionics, logistics, team building, and leadership abilities. I have achieved a very high level of expertise with almost every industry-standard production tool from Microsoft word. PowerPoint and Excel.

I am constantly looking to refine my creative workflow with tools and techniques so that I can be more efficient and flexible. I have had the opportunity throughout my education and experience to learn how to enjoy the social and logical challenges presented within an institution, and I would certainly be interested in joining an environment which follows the agile methodology.

I have worked in client-facing roles to determine project scope, timeline and budget. My experience with personnel, peers, and customers has allowed me to communicate clearly about what is possible, and how it can be achieved. My experience in my various work fields gives me the language to communicate about a client's needs and expectations across departments.

I wish to be met with a rising bar of challenges, and a path for career advancement. Optimally, arrangements which allow for interaction, leadership, and teamwork are preferable. I am open to the possibility of contract, part-time or full-time employment. I am looking to work in anywhere around the world. I anticipate speaking with you about the possibilities of our future collaboration.

Sincerely,

Dr. Fredrick E Powell



Application Form Tacoma City Council District No. 4

Received 6/16/2024
4:46:00 AM

Please return your completed application form, cover letter, and résumé to the City Clerk's Office no later than 12:00 Noon on Monday, June 24, 2024. You may submit your application materials by:

Mail or hand deliver to: Attn: City Clerk's Office, c/o Customer Support Center, Tacoma Municipal Building, 747 Market Street, Second Floor, Tacoma, WA 98402

By e-mail to: cityclerk@cityoftacoma.org

The City of Tacoma is an Equal Opportunity Employer and values diversity in its workplace. Applicants are considered for positions without regard to race, color, religion, sex, national origin, ancestry, age, marital or veteran status, disability, sexual orientation, gender identity, or any other basis prohibited by federal, state and local laws.

If you need an accommodation in the application process or if you have questions, please call the City Clerk's Office at (253) 591-5505. People with hearing or speech impairments may contact us through Washington Relay Services: 1-800-833-6388 (TTY or ASCII), 1-800-833-6386 (VCO), or 1-877-833-6341 (STS).

NOTE: This document and any attachments are subject to public disclosure. Certain information is exempt. See RCW 42.56 for state law regarding public records and certain records that are exempt from public disclosure.

Contact Information and Qualifications

* Indicates a response is required.

First Name * Dr. Fredrick

Last Name * Powell

Email * [REDACTED]

Preferred Phone Number * [REDACTED]

Current Residential Street Address *

To be eligible to serve as a City Council Member you must be a resident of the City of Tacoma. Include City and Zip Code. Not a PO Box.

[REDACTED]

Residency Requirement *

Were you a resident of the City of Tacoma for two years immediately preceding filing this application for the City Council?
Yes

District Residency Requirement *

Were you a resident of Council District No. 4 for one year immediately preceding filing this application for the City Council?
Yes

Where did you reside? * (List addresses and dates of residence)

1. [REDACTED]

2. _____

3. _____

Are you a qualified elector? *

Do you have the ability to register to vote?
Yes

Demographic Information

What is your age?

41-64 years

Occupation (If retired, please indicate former occupation or profession)

Disabled Veteran

Education

PH.D & D.S.

Military History

Are you, or have you been, a member of the United States Armed Forces?

Yes

Navy & Army 09/07/1991- present IRR honorable military officer

Ethnicity

The City of Tacoma promotes cultural and ethnic diversity on citizen committees, boards, commissions, and authorities. Information in this section will assist in achieving this goal, and is voluntary.

African American/Black

Questions

Question 1 *

Why are you interested in serving on the City Council, and are there specific areas of city government you would like to explore or address?

Number 1 have networked and done business in the city of Tacoma since 11/1/2016 and it was Tacoma that convinced me to call this place home, and I want to make a difference to help effectuate change to continue to preserve our civic and equity values.

Question 2 *

How do you hold diversity as a value, and how will you bring that to your role on the City Council?

I hold it to one of our highest esteemed values because without it this wouldn't be known as the city of Destiny. I am for diversity to eliminate it as much as we can by implementing law, and policy where anyone in our city can thrive successful under the color of our city charter, state and federal constitution.

Question 3 *

Please share any professional and/or community activities, including boards and commissions experience

Being involved in CPAC helped me phase into PCFIT as a voice as a community rep so I can advocate between our constituents while dealing with officer involved incidents who has eyes on a complete investigation files conducted by TPD.

Question 4 *

List any experience that would assist you in serving on the City Council

I am a experienced investigator, I am immersed in legal knowledge, and I know how the military and federal agencies work.

Question 5 *

Indicate any activities you are involved with that may present a conflict of interest with appointment to the City Council.

None, but as I scratch my head as I hope being a full-time father won't be one of them, but my son is 11 now.

Question 6 *

List any and all elected and/or public offices you have held (Provide dates)

CPAC 2019-2020, and Community Rep 2020 to present all volunteer positions no pay. Also please review or refer again my response on question number three or 3.

Question 7 *

Is there anything additional you wish to share?

I am registered at www.governmentjobs.com can I email or fax my resume. Another things council member Blocker approved me on CPAC in 2019.

I also wanted to note I have a few disabilities from hearing, and visual impairments and I never knew council member Blocker had similar conditions, and his children is affiliated with CCA like my son is what a small world.

My apologies I am on my cell phone who doesn't want to lose my comments as I keep my resume files on my laptop. I worked for free on the Eastside because what Tacoma has done for me, my son, an service dog. I can't think of moving anywhere else iny present.

Availability and Confirmation

Known Relationships

Are you related to any elected City official or City employee?

No

How did you hear about this opportunity? *

Other

City council meetings

Interview Availability *

Applicants may be asked to attend an in-person interview with the City Council; these interviews are tentatively scheduled for July 9, 2024, at 6:00 p.m. following the Council Business meeting. Virtual interviews will not be available. If selected to interview, are available on this date?

Yes

Confirmation *

I confirm that I am a City resident for the past two years and District No. 4 resident for the past one year, and a qualified elector.

TRUE

[Submitted and signed via SmartSheet]

Signature

6/16/2024 4:46:00 AM

Date

Letter: Yes

Resume: Yes

Fredrick E Powell



Cell: [Redacted]

Email: [Redacted]

Education:

PH.D/D.S	TULBU World Turkish MMA	Ofis Çalışma Sistemi, IT	2020
MA (INTSTU)	Western New Mexico University	Silver City, NM	2012
BA (ISIS) World Security	Bellevue University	Bellevue, NE	2011
BA Criminology	Everest University	Santa Ana, CA	2010
AA Criminal Justice	Everest College	Colorado Springs, Co	2010
AS Criminal Justice	Everest College	Colorado Springs, Co	2010
Paralegal Certificate	Mountain View College	Oak Cliff, Tx	2001

Professional Objective:

Energetic and motivating leader with proven ability to effectively manage both personnel, and projects. Self-starter and strong independent worker. Excel at analyzing products, and procedures to generate new ideas to improve efficiency, and production quality. Highly adaptable to ever changing circumstances. Key member in any team developing and executing strategic business plans.

LEO/Security / Personal Protection Job Responsibilities:

Maintains safe and secure environment for customers and employees by patrolling and monitoring premises and personnel.

- Secures premises and personnel by patrolling property; monitoring surveillance equipment; inspecting buildings, equipment, and access points; permitting entry.
- Obtains help by sounding alarms.
- Prevents losses and damage by reporting irregularities; informing violators of policy and procedures; restraining trespassers.
- Controls traffic by directing drivers.
- Completes reports by recording observations, information, occurrences, and surveillance activities; interviewing witnesses; obtaining signatures.
- Maintains environment by monitoring and setting building and equipment controls.
- Maintains organization's stability and reputation by complying with legal requirements.
- Ensures operation of equipment by completing preventive maintenance requirements; following manufacturer's instructions; troubleshooting malfunctions; calling for repairs; evaluating new equipment and techniques.
- Contributes to team effort by accomplishing related results as needed.

Officer Skills and Qualifications:

Lifting, Surveillance Skills, Deals with Uncertainty, Judgment, Objectivity, Dependability, Emotional Control, Integrity, Safety Management, Professionalism, Reporting Skills

Relevant Work History:

(Community Representative City of Tacoma)	Tacoma, WA	2020- present	
(CPAC Board Member City of Tacoma)	Tacoma, WA	2019-2020	
STORMWATCH IBN & LEGAL United States	Various Locations	2005-present	
LEO/Security	United States	Various Locations	1996-2020

(Federal badge number 711)

ODNI/Department of Defense	U. S. Army	Various Locations	2001-2020
ODNI/Department of Defense	U.S. Navy	Various Locations	1996-2001
Substitute Teacher	GPISD	Grand Prairie, Tx	2000-2001

Volunteer Programs

Community Garden Project Spokane, WA 2014

- Regulate water usage, keep garden well-watered
- Weed Haulers – removing weeds/brush, take to compost
- Secure seeds, plants, woodchips, dumpsters for the garden season.

Fatherhood Project Spokane, WA 2014

- Engage fathers from a strengths-based perspective that sees fathers as capable caretakers.
- The goal of phase one is to enable dads and men to connect with each other, to feel empowered and sustained, to help identify common purposes among them.
- The desire to be a better dad, no matter what his current situation, is seen as an asset to build upon.

Sandesh Sadalge



Councilmembers & Mayor of the City of Tacoma:

I've submitted my application to be appointed to complete the term of my late council representative, Catherine Ushka.

I want to honor Catherine's legacy, continue to champion her priorities and be a strong advocate for District 4. I was recruited to public service work with my role on the McKinley Neighborhood Plan Steering Committee and the Planning Commission by Councilmember Ushka, herself. Having interacted with her over the past few years and attending SENCo and ENAC meetings, I believe I can be a strong advocate to advance and champion both her and my district's priorities.

I bring the perspective of someone with over 20 years' experience in the private sector, primarily in data analytics. I've also been a small business owner who's helped employ up to 30 individuals at a business in Tacoma. I believe employers have a responsibility not just to the bottom line but also to their employees and the localities they operate in. I will bring that same philosophy and ethos to my role on the council.

I'm not only a transplant to Tacoma but a transplant to the United States as a non-native born immigrant turned citizen. I'm eager to use this experience to further connect with the residents of my district - from the Eastside to the Lincoln District and every neighborhood in between. I will use this to bring a perspective to the council that aligns with the experiences and backgrounds of the residents of District 4.

I can absolutely hit the ground running because I am already familiar with several council work items for this year due to my work on the Planning Commission (Home in Tacoma Phase 2 being the biggest). Fortunate circumstances over the past year will allow me to dedicate the time and effort required to do the work needed to excel in this role through the end of its term.

I am eager to meet with each of you individually and as a group to answer any of your questions around who I am as a person, what I bring to the table and how I can help mitigate the challenges we face today.

Sincerely,
Sandesh Sadalge



Application Form

Tacoma City Council District No. 4

Received 6/24/2024
11:22:00 AM

Please return your completed application form, cover letter, and résumé to the City Clerk’s Office no later than 12:00 Noon on Monday, June 24, 2024. You may submit your application materials by:

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By e-mail to: cityclerk@cityoftacoma.org

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If you need an accommodation in the application process or if you have questions, please call the City Clerk’s Office at (253) 591-5505. People with hearing or speech impairments may contact us through Washington Relay Services: 1-800-833-6388 (TTY or ASCII), 1-800-833-6386 (VCO), or 1-877-833-6341 (STS).

NOTE: This document and any attachments are subject to public disclosure. Certain information is exempt. See RCW 42.56 for state law regarding public records and certain records that are exempt from public disclosure.

Contact Information and Qualifications

* Indicates a response is required.

First Name * Sandesh

Last Name * Sadalge

Email * [REDACTED]

Preferred Phone Number * [REDACTED]

Current Residential Street Address *

To be eligible to serve as a City Council Member you must be a resident of the City of Tacoma. Include City and Zip Code. Not a PO Box.

[REDACTED]

Residency Requirement *

Were you a resident of the City of Tacoma for two years immediately preceding filing this application for the City Council?
Yes

District Residency Requirement *

Were you a resident of Council District No. 4 for one year immediately preceding filing this application for the City Council?
Yes

Where did you reside? * (List addresses and dates of residence)

1. [REDACTED]

2. _____

3. _____

Are you a qualified elector? *

Do you have the ability to register to vote?
Yes

Demographic Information

What is your age?

41-64 years

Occupation (If retired, please indicate former occupation or profession)

Business owner/operator and former executive

Education

Bachelor of Science in Mathematics from the Stony Brook University

Military History

Are you, or have you been, a member of the United States Armed Forces?

No

Ethnicity

The City of Tacoma promotes cultural and ethnic diversity on citizen committees, boards, commissions, and authorities. Information in this section will assist in achieving this goal, and is voluntary.

Asian

Questions

Question 1 *

Why are you interested in serving on the City Council, and are there specific areas of city government you would like to explore or address?

Question 2 *

How do you hold diversity as a value, and how will you bring that to your role on the City Council?

Question 3 *

Please share any professional and/or community activities, including boards and commissions experience

Question 4 *

List any experience that would assist you in serving on the City Council

Question 5 *

Indicate any activities you are involved with that may present a conflict of interest with appointment to the City Council.

Question 6 *

List any and all elected and/or public offices you have held (Provide dates)

Question 7 *

Is there anything additional you wish to share?

Availability and Confirmation

Known Relationships

Are you related to any elected City official or City employee?

No

How did you hear about this opportunity? *

Other

Lynette & Tara Sheidt and Marty Campbell

Interview Availability *

Applicants may be asked to attend an in-person interview with the City Council; these interviews are tentatively scheduled for July 9, 2024, at 6:00 p.m. following the Council Business meeting. Virtual interviews will not be available. If selected to interview, are available on this date?

Yes

Confirmation *

I confirm that I am a City resident for the past two years and District No. 4 resident for the past one year, and a qualified elector.

TRUE

[Submitted and signed via SmartSheet]

Signature

6/24/2024 11:22:00 AM

Date

Letter:

Resume:

Question 1*

Why are you interested in serving on the City Council, and are there specific areas of city government you would like to explore or address?

I want to honor Councilmember Ushka's legacy, continue to champion her priorities and be a strong advocate for District 4. When I met Catherine a few years ago, she changed my mind about Tacoma politics. She is the reason I even participated in any public service type work, first with the McKinley Neighborhood Plan and now with the Planning Commission representing District 4 at her request.

I don't know anyone, including myself, who could ever fill her shoes but having interacted with her over the past few years and attending SENCo and ENAC community meetings, I believe I can be a strong advocate to advance and champion her and the district's priorities for the rest of her term. A few of those priorities include completing the McKinley Neighborhood Plan implementation (overlook activation, streetscape enhancement, business district vitality), the Portland Avenue Corridor improvements, and supporting the Lincoln business district and the surrounding neighborhoods.

If I were to be appointed, I would expand on the above priorities by actively seeking input from more organizations and individuals in the district. Last year, we sold our ownership interest in a business, and I also left my private employer to spend time with my mother who was fighting cancer. I now have the time to expand my engagement and do the homework needed to be prepared for meetings week in and week out.

I've come to realize that District 4 is an early childhood education and caretaking desert. I would like to explore policy solutions for this. Research has shown that one of the best investments governments can make is to support mothers/caretakers of young children. A dollar of support for these individuals provides a multiplicative factor in subsequent benefits. Reasonably attainable early childcare results in a measurable reduction in the pregnancy pause gap that delays caretakers, primarily women, from attaining promotions over non-caregivers. It's an unfortunate fact that today, those born to a low socio-economic group tend to stay in that same group from generation to generation. Early childhood support leads to the most significant jumps in socio-economic attainment later in life. An effort around increasing access to reasonably attainable early childhood education and care will positively change outcomes not only for District 4 but for all of Tacoma. This type of policy change bears fruit years after the seeds are planted and that's why I think it's a policy Catherine would support.

Another issue that has directly affected my family, my neighbors, many residents of District 4 and the people of Tacoma that I want to work on is the issue of youth violence,

especially gun violence. Just last week, an individual was shot and killed less than a block from our home. The news reported him as the 10th homicide in the city of Tacoma this year. The following day, I went over to the spot he died to pay my respects. From the flowers and other mementos left there, it was obvious that he was not just a statistic but a person with a loving family and caring friends. I believe this was a terrible tragedy that could have been prevented. I've heard that this issue is intrinsically difficult to navigate due to nebulously described complexities. Well, I'm eager to take this on. I want to understand the challenges. I want to know what we've already done and ask "What's worked? What didn't? And why?" I want to help formulate what we could do more of because I very much want to help make my district and Tacoma, become a lot safer.

Question 2*

How do you hold diversity as a value, and how will you bring that to your role on the City Council?

Over my 20+ years in the private sector, the vast majority of which was in the data analytics world, I saw first-hand the real-world benefits of having a team of individuals with diverse viewpoints and backgrounds. When analyzing a new problem, it's often like trying to decipher the true physical nature of an object you can't observe directly but whose shadow you can see at various angles of light. I've found that if you study it with a team of people with diverse backgrounds and experiences, their more varied interpretations of what the shapes could represent will lead you to looking at things with a new perspective. This gets you closer to the actual "truth" of the hidden object you're analyzing. When I had the opportunities to create my own data analytics functions & departments, I made it a point to hire people of different genders, education backgrounds, ages and industry experience. We were often singled out and lauded for our impact on the business and our creativity in solving problems. I attribute our success in large part to having a team of diverse people who worked well together.

Specifically, for this role, a diversification I can bring is not only being a transplant to Tacoma like many current residents but also being a transplant to the country - I am a foreign-born citizen. My parents were fortunate to receive green cards allowing them to move our family from India to the US when I was 6 years old. During college, I chose to become a US citizen by going through the whole process of applying, taking an exam and giving an oath. And like many immigrants, I grew up in a household whose first language was not English.

These experiences will help me better represent the residents in District 4. From census.gov, 30.4% of the residents of the largest zip code in District 4 (98404) speak a language other than English in their household. Of those, it's a near even split between Spanish and an Asian language (12.6% and 12.8%, respectively). This is an indicator of a larger than usual population of non-native-born residents within my district. I would like to continue to strengthen the relationships Catherine developed with these communities with my own experience. I understand what it means to not be a citizen and wonder what, if anything, local government could even do for me? I also understand the bigotry faced by someone who not only looks and speaks differently but who also dresses differently, eats exotic foods and worships unfamiliar deities. This bigotry is steeped in the fear borne of ignorance and it begets distrust on both sides. I believe I can help bridge this divide in my appointment and better represent everyone who resides in District 4.

Question 3*

Please share any professional and/or community activities, including boards and commissions experience.

- McKinley Neighborhood Plan - Steering Committee Member
- City of Tacoma Planning Commission - District 4
- Attended and presented at SENCo, ENAC and other community meetings
- Former member of several boards and organizations in the New York City area focused on Data Analytics such as the Felician University Advisory Board

Question 4*

List any experience that would assist you in serving on the City Council

I've helped start and run a business in the Port of Tacoma that grew to employ 25 – 30 individuals, all of whom earned a higher than minimum wage hourly compensation. We were successful despite the COVID-19 pandemic occurring less than 1.5 years into the start of operations. Unlike many businesses, we did not qualify for any meaningful pandemic aid due to the product being federally illegal.

Though I empathize with the struggles and complaints of fellow business owners, I believe employers have a responsibility not just to the bottom line but also to their employees and the localities they operate in. I am proud to have been part of an ownership group which took that responsibility very seriously in our day-to-day decision making. I will bring that same philosophy and ethos to my role on the council.

I have years of experience in finance and budgeting as well as analyzing how those numbers are impacted by operational and strategic decisions. And I'll be completely honest: spreadsheets make me happy.

The most pertinent experience has been my work during the last year on the Planning Commission. I'm already familiar with one of the bigger, more complex policy issues that the Council will face this year: Home in Tacoma Phase 2. We've had at least a dozen meetings, received thousands of pages of comments, updates and revisions and considered over 30 amendments before passing a recommendation to council. I am proud of the compromises I was able to reach with fellow commissioners as well as the unanimous support for two very impactful amendments I either sponsored or co-sponsored. This is all to say that if I were appointed, I can absolutely hit the ground running.

Lastly I'd like to think that, just like Catherine, I'm not afraid to ask a lot of questions.

Question 5*

Indicate any activities you are involved with that may present a conflict of interest with appointment to the City Council.

The business located in the Port of Tacoma that we had a minority ownership stake in was sold to new owners in early 2023.

My wife and I are members of the Tacoma-Pierce County Chamber of Commerce due to the home-based craft business she owns and operates here in Tacoma.

Question 6*

List any and all elected and/or public offices you have held (Provide dates)

Appointed to the City of Tacoma Planning Commission to represent District 4 from July 2023 - Present

Question 7*

Is there anything additional you wish to share?

- I'm honestly both excited and somewhat apprehensive about this role - I really want to honor Catherine and do it right. I'm optimistic that I can engage people in the community and make a meaningful impact just as she did.
- I believe, with this appointment, I would become the first person of South Asian descent on the Tacoma City Council.
- I'm not afraid of (and in fact really relish) rolling my sleeves up and getting my hands dirty with the work required. I can absolutely commit to the time and level of work needed to do this job right.
- At this time, I'm not very interested in running for office after the end of the term.
- Planning Commission work has given me a large background in several of the large policies issues that the council will be taking on: Comprehensive plan, Home in Tacoma Phase 2, Capital Facilities plan, etc... so I'll be very up-to-speed on major issues in a short period of time
- Member of: VFW Post 969 Auxiliary, Tacoma-Pierce County Chamber of Commerce, Tacoma Elks Lodge 574
- Communication skills:
 - Experienced in speaking in front of company boards and executive teams as well as to regular employees in both office and factory settings.
 - Presented at and participated in Q&A sessions at large industry conferences
 - Given updates and presentations to fellow residents at neighborhood council meetings
- I'm a strong supporter of LGBTQ+ rights and of the inviolable right to one's choices over their own body.
- My name is pronounced:
Sandesh: "Sun" + "They" + "Sh"
Sadatge: "Suh" + "Dull" + "Gay"

Sandesh Sadalge

Profile Summary

- 20+ years of professional data analytics experience
- 8+ years of executive & department level leadership experience
- Established the analytics function and capabilities at several companies
- Hired, trained and mentored numerous employees who became impactful to the company's performance.
- My hiring philosophy is based on seeking individuals with a growth mentality who are intellectually curious, hardworking and intelligent with a diverse background to train, support and empower.
- My management philosophy is "own our results, not just our efforts" and to do this by collaborating effectively with key business and operational leaders.
- Successfully incorporated continuous improvement framework (Agile-lite, PDCA, Kanban) into the day-to-day operations of my analytics departments. Using this methodology, my teams have implemented numerous operational improvements and developed several internal data products to scale the business. i.e. service more clients and increase revenue while keeping cost increases to a minimum.
- Well versed and experienced in regularly reviewing company financial statements and analyzing how operational and strategic decisions impacted KPIs
- Love to (and will insist on) rolling-up my sleeves and do what it takes to get things done

Experience

360training.com

(100% Remote) Tacoma, WA

Leading Online provider of regulated training. Operator of 360training.com, OSHA.com, Learn2Serve.com, TiPs.com

Director Of Data Analytics

Nov 2021 - Jul 2023

Key Accomplishments:

Recruited by the CEO directly (worked for him at a previous company)

Established the organization's analytics function by hiring, leading, coaching and growing a remote team of analysts and creating analytical products relied on by operational and executive managers daily.

Noble Farms

Tacoma, WA

Tier 3 Cannabis Producer / Processor.

Vice President Of Operations

May 2019 - Oct 2021

Key Accomplishments:

Minority owner. Successful exit via company sale in 2023. Created & refined numerous operational processes in converting cannabis from plant material to finished packaged goods. Key elements to achieving this include soliciting feedback from front-line employees, instituting data tracking methodologies and analyzing results of operational changes to previously benchmarked efficiency KPIs. Noble Farms employed as many as 32 employees during our busiest seasons and approximately 25 employees at a steady-state.

EducationDynamics

Hoboken, NJ

Owner & Operator of GradSchools.com, StudyAbroad.com, eLearners.com & other education related websites

Vice President - Analytics & Operations

May 2013 - Mar 2019

Key Accomplishments:

Promoted from Director to Senior Director to Vice President and Head of the Department

Established & grew an internal analytics practice focused on the three pillars of Data Democracy (Data Access, Data Literacy & Data Savvy), allowing all employees to effectively use data to make impactful decisions. The Department designated as the 'most impactful in the past year' by the CEO two separate times.

- Oversee data engineering & operational analytics functions for the entire company
- Identified critical opportunities in EducationDynamics' business of matching prospective students to higher education institutions. i.e. refined the school ranking algorithm used on our sites
- Traveled to client sites & invited as a speaker for several industry conferences to present learning on the effective use of data and analytics in higher education
- Interact regularly with leaders & operators in numerous departments within EducationDynamics to ensure we are optimally garnering prospects (CEO, CRO, CMO, CFO & leaders in Technology, Client Services & Marketing)
- Fostered the creation of reporting that goes beyond usual KPIs to better understand underlying phenomenon & test new strategies
- Routinely leverage SQL & currently overseeing the continuous development of our reporting tools (OLAP cubes, SSRS, D3.js) for more efficient reporting & analysis
- Manage five employees (two analysts & three data engineers)
- Honored to be mentored by the chairman of the board with an emphasis on developing my leadership skills

Integrated Media Solutions (now known as Assembly)

New York, N.Y.

Leading direct response media agency for clients such as Cancer Treatment Centers, Binder & Binder & JG Wentworth

Director of Data Standard & Operations

Mar 2011 - Apr 2013

Key Accomplishments:

Worked with the Chief Analytics Officer & VP of Analytics to code an attribution model to link phone calls to vanity 1-800 numbers to TV commercial Airings. Use of this attribution model was a key contributor to reducing the cost per sale for a large client by 30%.

- Role created specifically for me after 2 successful months of consulting
- Developed sophisticated interactive analytical models & dashboards: e.g. Developed a proprietary weighted random attribution model to analyze effectiveness of leads generated by vanity 1-800 numbers leading to a 30% decrease in cost of retention for a major client
- Created & presented key finding directly to senior management at both IMS & clients (e.g. Geo spatial analysis of responses, effectiveness of media investment)
- Liaised with clients' marketing, IT and/or analytics department to flesh out data requirements and schematics

New York, N.Y.

Geller & Company / Bloomberg LP

Geller & Co provides finance, accounting & treasury services for Bloomberg LP

Senior Financial Analyst

Jan. 2006 - Sept. 2010

Key Accomplishments:

Lead analyst on numerous financial modeling projects (e.g. Product pricing models, spend analyses to address policy issues, vendor negotiations, creation of performance metric templates)

- Supported global managers of various departments including: Real-Time Exchanges, Asset Management & Logistics, Purchasing, Travel & Entertainment, Facilities and Leasing
- Created & presented monthly, quarterly and annual financial results for global operational managers (budget vs. actual, actual vs. actual, executive committee reports)
- Supervised monthly general ledger close for various line items & synthesized custom budget & forecast models
- Received "Top Performer" distinction by Geller & Company
- Designated a SAP & Excel expert for the Bloomberg Finance department

PricewaterhouseCoopers / Buck Consultants / Mellon Financial Corp. HRIS

Teaneck, N.J. & Secaucus, N.J.

(Name changes due to mergers & acquisitions)

Intern: Summer 2001 & 2002

Associate Pension Actuarial Analyst

Full Time: Mar. 2003 - Jun. 2005

- Provided services in the creation, implementation & maintenance of post-retirement benefit plans
- Performed in-depth data analysis on large data sets employing highly technical mathematical concepts
- Developed more efficient processes for the valuation of various retirement plans in accordance with standard actuarial, accounting and governmental policies, i.e. ERISA, FASB

Education, Skills & Activities

State University of New York at Stony Brook - Bachelor of Science in Mathematics, Stony Brook, N.Y. May 2003

Stuyvesant High School - Regents Diploma with Honors, New York, N.Y. Jun. 1998

Skills: SQL, SAP, Tableau, R, Python, Very Advanced MS Excel
Adept at coding (Years of courses & practical applications through projects in my professional career)

City of Tacoma: Planning Commission District 4 Representative
McKinley Neighborhood Plan - Steering Committee Member

Other: VFW Post 969 Auxiliary, Tacoma-Pierce County Chamber of Commerce
Big Data @ Rutgers University, Felician University Advisory Board

Troy A. Serad

June 20, 2024

City Clerk's Office
Tacoma Municipal Building, 747 Market Street
Second Floor, Tacoma, WA 98402

Dear Tacoma City Council,

It is with great excitement that I submit my application for appointment to Tacoma City Council District No. 4. If appointed, I would faithfully serve the remainder of Council Member Catherine Ushka's term and look to her leadership as a guiding light.

I am humbled by the awesome responsibility that comes with being an office holder, particularly for a place as rich in spirit and vitality as District 4—my home. While the appointment process will not deliver the District's 45,000 residents an elected leader, I would work diligently to earn the trust of the community as their appointed City representative. District 4 deserves a Council voice that accurately conveys their needs and works to secure results for the community. I believe that I can be that voice.

I would bring to Council a wealth of skills and experiences that have been tested and refined in both civilian and military environments. My story is one of overcoming path dependencies rooted in family poverty and trauma. Today, I am a successful civil engineer with a firm understanding of urban planning and design practices, public policy, and infrastructure delivery. This has been achieved with the considerable support of others—my wonderful partner Kevin, educators, Pierce County, and my Air Force family, to list a few—in addition to calculated decisions that I made to secure a better life. My biography is similar to many Eastsiders, each of whom also deserve their own chance to realize a better version of themselves. This principle frames my thinking about the value of public service.

There are shared challenges in all of Tacoma's council districts and I am eager to work with you all to address them. The needs of District 4, however, are acute and urgent. We require targeted public services and facilities that support residents from birth to end-of-life. It is thus essential that District 4 get a quality city council member who understands those needs, who can uncover other need, and knows what it means to have struggled.

Once again, I believe that I can be that leader.

Thank you for your consideration.

Very respectfully,

Troy A. Serad
District 4 Resident
McKinley Hill



Application Form

Tacoma City Council District No. 4

Received 6/20/2024
10:02:00 AM

Please return your completed application form, cover letter, and résumé to the City Clerk's Office no later than 12:00 Noon on Monday, June 24, 2024. You may submit your application materials by:

Mail or hand deliver to: Attn: City Clerk's Office, c/o Customer Support Center, Tacoma Municipal Building,
747 Market Street, Second Floor, Tacoma, WA 98402

By e-mail to: cityclerk@cityoftacoma.org

The City of Tacoma is an Equal Opportunity Employer and values diversity in its workplace. Applicants are considered for positions without regard to race, color, religion, sex, national origin, ancestry, age, marital or veteran status, disability, sexual orientation, gender identity, or any other basis prohibited by federal, state and local laws.

If you need an accommodation in the application process or if you have questions, please call the City Clerk's Office at (253) 591-5505. People with hearing or speech impairments may contact us through Washington Relay Services: 1-800-833-6388 (TTY or ASCII), 1-800-833-6386 (VCO), or 1-877-833-6341 (STS).

NOTE: This document and any attachments are subject to public disclosure. Certain information is exempt. See RCW 42.56 for state law regarding public records and certain records that are exempt from public disclosure.

Contact Information and Qualifications

* Indicates a response is required.

First Name * Troy

Last Name * Serad

Email * [REDACTED]

Preferred Phone Number * [REDACTED]

Current Residential Street Address *

To be eligible to serve as a City Council Member you must be a resident of the City of Tacoma. Include City and Zip Code. Not a PO Box.

[REDACTED]

Residency Requirement *

Were you a resident of the City of Tacoma for two years immediately preceding filing this application for the City Council?
Yes

District Residency Requirement *

Were you a resident of Council District No. 4 for one year immediately preceding filing this application for the City Council?
Yes

Where did you reside? * (List addresses and dates of residence)

1. [REDACTED]

2. _____

3. _____

Are you a qualified elector? *

Do you have the ability to register to vote?
Yes

Demographic Information

What is your age?

25-40 years

Occupation (If retired, please indicate former occupation or profession)

Civil Engineer (Transportation)

Education

Bachelor in Urban Studies, UW Tacoma; current Executive MPA Candidate at UW Seattle

Military History

Are you, or have you been, a member of the United States Armed Forces?

Yes

US Air Force; June 2014 - June 2022; Honorable

Ethnicity

The City of Tacoma promotes cultural and ethnic diversity on citizen committees, boards, commissions, and authorities. Information in this section will assist in achieving this goal, and is voluntary.

White

Questions

Question 1 *

Why are you interested in serving on the City Council, and are there specific areas of city government you would like to explore or address?

City Council Member Catherine Ushka's recent passing has left a deeply felt absence in the Eastside. Ms. Ushka was a galvanizing leader and representative of District 4—my home for the past six years. As her constituent and neighbor, it was an honor to see her exemplify a high caliber of public service in our neighborhood meetings and events. Her encouragement to me and our neighbors to step up and serve our community has deepened my own commitment to public service. It is in her example that I offer myself as a candidate to finish her term as District 4 council member.

I am interested in serving on Council to serve my neighbors. My partner Kevin and I have built a life here in a historic home that we preserved. We are enriched by our caring and vital community; we experience the highs and lows of the Eastside alongside them every day. I understand many of our district's challenges from my own life story, including housing insecurity, public safety, access to education, food access, and the opioid epidemic—challenges that my family has faced head-on. It would be an honor to represent my district at City Hall to address many of these challenges and improve our livelihoods, whether that be in promoting safe street designs or creating new programs that address the needs of Eastsiders. I believe I have the skills to effectively do so.

I am also interested in serving on Council because the work interests and motivates me. My passion for local governance and policy is evident in my academic background, including my current candidacy for an Executive Masters in Public Administration. It is also a guiding factor for my diverse professional experiences, such as my service in the Air Force and the City's Transportation Commission. The scope and responsibilities of City Council excite me, as does the opportunity to collaborate with city officials and community members to create a better future. It would be a privilege to apply my professional and educational experiences in this capacity..

There are numerous areas of city government that interest me, including: developing staff capacity and experience; interlocal and intergovernmental coordination (ex: Pierce County and the Puyallup Tribe, respectively); smart land-use and permitting policy; strategic transportation and operations policy; housing affordability and anti-displacement policy; environmental justice; public finance; operationalizing the Equity Index through all levers of government; child care and education; and reducing the barriers of starting and sustaining a business. These are some of the most pressing matters of our time.

Question 2 *

How do you hold diversity as a value, and how will you bring that to your role on the City Council?

District 4 is one of Tacoma's most racially and socioeconomically diverse communities. To not value diversity as a strength should be considered a disqualifier for public office.

I uphold the value of diversity in both my personal and professional life. Diverse communities bring a wealth of lived experiences that expand limited worldviews and perspectives. It is difficult to be an empathetic neighbor when you are ignorant of the trials of others, or when you have no understanding of who your neighbors are. Personally, it strengthens my own ideas and makes me a better neighbor and person. Diversity is also a powerful source of joy, as I've experienced living in District 4. The Eastside is diversity in action, and as an openly gay Air Force veteran I have been wholly embraced by its racial and social mosaic. This welcoming environment must continue to benefit all those who are privileged to visit or call it home.

Professionally, and related to City governance specifically, diversity is the lifeblood of effective governance and administration. Whether in the form of employment or public engagement, American cities have often reflected whiter, wealthier, non-disabled, English-speaking interests, resulting in vast gaps in comprehension of public need. Diversity in leadership was lacking too, leading to the dismissal of voices lacking institutional power. For much of its history, Tacoma was no exception. Today in District 4, with large populations of black, brown, low-income, and vulnerable populations, a lack of diversity in leadership and administration is a non-starter. Should I be appointed District 4 council member, I will maintain the current path that Council Member Ushka and others before her have worked hard to create. District 4 deserves representation that is responsive to all voices and who will continue to fight for equitable outcomes in the delivery of City resources and services.

In my work at Pierce County as transportation engineer and as a member of the City's Transportation Commission, where I now represent District 4, my commitment to diversity and equity anchors my decision-making process. From project selection and scoping to white paper reports on the improvement of our transportation system, I have channeled resources and attention to under-resourced and overburdened communities in order to undo legacies of harm and neglect. I was, for example, the first to pair the Pierce County Equity Index to the projects of its six-year transportation improvement plan, delivering a clearer understanding of the spatial distribution of capital dollars and their relationship to equity focus areas. I further help understand and quantify the impacts of projects on vulnerable communities. It is this clear-eyed commitment to diversity and equity that I would bring to the Tacoma City Council as District 4 representative.

Question 3 *

Please share any professional and/or community activities, including boards and commissions experience

I have the pleasure to represent District 4 in the City's Transportation Commission as part of a dedicated group overseeing the update to the transportation element of the One Tacoma Comprehensive Plan. In recognition of the inseverable link between transportation and land-use, I concurrently serve on the City's ongoing Transit-Oriented Development Task Force, a role for which I was nominated by my colleagues. Additionally, I am a fellow at the Eno Center for Transportation, an independent, non-partisan think-tank based in Washington, D.C., that helps shape public debate on multimodal transportation issues in the United States.

These experiences follow numerous other activities over the decades. I currently serve as one of the leaders of Pierce County's new LGBTQ+ Employee Resource Group, where we promote our community and amplify our unique workforce needs. I have served with the Transportation Choices Coalition to promote investments in public transit infrastructure and service in the region. I was formerly a congressional intern for U.S. Senator Maria Cantwell, and I supported the senator's constituent services staff during the lingering housing crisis of the Great Recession. Last but certainly not least, I frequently attend Eastside Neighborhood Advisory Group meetings and local Dometop neighborhood meetings.

Question 4 *

List any experience that would assist you in serving on the City Council

At various times, I have performed many of the duties expected of our municipal leadership, to include making consequential decisions, supporting and delivering infrastructure projects, reviewing budgets and cost estimates, engagement with elected officials, coordination with other governments, communicating with audiences large and small, doorbelling for candidates and labor unions, providing constituent services, soliciting public engagement, serving as a conduit for public frustration, utilizing technology to converse in multiple languages, and taking stances on local issues. These experiences shall act as my foundation if I am appointed to City Council.

Coupled with my ongoing graduate studies in public administration at the University of Washington’s Evans School of Public Policy and Governance, I believe that I have skills and experience needed to manage the business of District 4 and the City of Tacoma for the remainder of Council Member Ushka’s term. I have a proven track record of working in a variety of teams—to include passenger rail and facility operations teams, academic teams, multiple engineering/surveying teams, and Air Force senior leadership teams both stateside and in a deployed environment. I feel confident that any time spent as part of the City Council will be equally rewarding. To be appointed District 4 council member and help tackle our challenges with a focus on equitable outcomes would be an honor of a lifetime.

Question 5 *

Indicate any activities you are involved with that may present a conflict of interest with appointment to the City Council.

I do not engage in any activities, nor do I have any entanglements, that I believe present a conflict of interest with appointment to the City Council.

Question 6 *

List any and all elected and/or public offices you have held (Provide dates)

If appointed to City Council, this would be my first experience holding public office.

Question 7 *

Is there anything additional you wish to share?

I am happy to provide any additional information that may prove helpful to Council, and thank you for considering my candidacy.

Availability and Confirmation

Known Relationships

Are you related to any elected City official or City employee?

No

How did you hear about this opportunity? *

Neighborhood Council

Interview Availability *

Applicants may be asked to attend an in-person interview with the City Council; these interviews are tentatively scheduled for July 9, 2024, at 6:00 p.m. following the Council Business meeting. Virtual interviews will not be available. If selected to interview, are available on this date?

Yes

Confirmation *

I confirm that I am a City resident for the past two years and District No. 4 resident for the past one year, and a qualified elector.

TRUE

[Submitted and signed via SmartSheet]

Signature

6/20/2024 10:02:00 AM

Date

Letter: Yes

Resume: Yes

Troy A. Serad

Well-rounded engineering and planning professional with a commitment to equity and delivering results. Ten years of progressively demanding engineering, planning, surveying, and project oversight responsibilities in support of powerhouse clients and their multimillion-dollar capital projects.

Technical Skills

Fluent in ArcGIS, AutoCAD/Civil3D, Bluebeam Revu, Word, Excel, Powerpoint, and Windows OS.

Professional Experience

Pierce County

Tacoma, WA

Civil Engineer (Transportation Benefits Cost Engineer)

08/2023 – Present

- Oversee the development of major project BCA's according to USDOT guidelines and grant criteria.
- Awarded \$2 million in federal grant monies for essential transportation infrastructure improvements.
- Prepare narrative equity analyses in support of transportation capital project delivery.
- Analyze, edit, and prepare engineering reports as required by state, federal and local authorities.
- Prepare and review comprehensive engineering plans and cost estimates, and develop transportation capital improvement projects.
- Prepare documentation, submit prospectuses, and make applications to outside agencies for funding and grants.
- Communicate with staff and the public regarding departmental policies and procedures. Provide written and verbal technical guidance on engineering matters or projects to elected officials, the public, and builders.
- Coordinate specific planning efforts on behalf of the County and interface with other agencies or municipalities. Coordinate with other sections, community groups, or elected officials regarding current and future needs and requirements.

Civil Engineer (Utilities)

08/2020 – 08/2023

- Assist with long-range planning and related analysis for the delivery of essential sewer infrastructure.
- Design and prepare contract plans for sewer capital improvement projects.
- Prepare, review, and edit comprehensive engineering plans, reports, studies, and related documents.
- Assist with the preparation of scopes, cost estimates, specifications, special provisions, narratives, and related documents for sewer capital improvement projects.
- Provide sewer engineering oversight of all varieties of commercial, residential, and public-facing development projects, and also examine wastewater discharges to ensure adequate engineering interventions for sewerage collection and treatment.
- Review residential site development projects to ensure the incorporation of stormwater best management practices, as well as compliance with County and State stormwater and development requirements.
- Assist with the drafting and review of utility easements, and research land records and other sources of information affecting properties.
- Coordinate effectively with project stakeholders throughout the planning and construction process, including developers, property owners, and overlapping jurisdictions.
- Review development projects for compliance with county ordinances, state and federal statutes and regulations, adopted standards or county policy, and convene with project stakeholders to resolve issues.

City of Tacoma

Tacoma, WA

Transportation Commissioner

09/2021 – Present

- City-appointed commission member who advises the Council on transportation-related matters such as: transportation element plan update, development of the 6-year T.I.P., short-term and long-range transportation planning; compliance with local, regional, and federal transportation regulations; bike, pedestrian, and mass transit-related planning initiatives, and; parking and capital improvement plans.
- Synthesizes opinions in order to draft formal letters that effectively convey commission determinations.
- Engages public stakeholders on a wide array of transportation planning and operations-related subjects.

Troy A. Serad

U.S. Air Force

Tacoma, WA

Engineer's Assistant

06/2014 – 06/2022

- Plan, develop, and establish new rights-of-way to responsibly accommodate a rapidly expanding military base with a high population density, and create corresponding R.O.W. maps for publishing.
- Schedule and host planning charrettes with project stakeholders.
- Use ArcGIS and AutoCAD software to plan, design, represent, and construct critical infrastructure or otherwise improve existing systems.
- Produce hard-copy and digital as-built and blueprint drawings of new and existing critical infrastructure systems or their components for posterity.
- Perform essential oversight functions of contractors at active construction sites within my military jurisdiction per the contract and associated blueprints, using positive interactions to provide quality customer service.

True North Land Surveying, Inc.

Seattle, WA

Project Manager / Project Surveyor

07/2016 – 08/2020

- Use software to analyze and edit field survey data for both public and private civil projects, ultimately drafting meticulously detailed topographical maps in a wide variety of CAD standards.
- Compile and review assessor's and engineer's maps, as well as title reports and other key documents, to determine the location of property boundaries and any potential easement encumbrances.
- Provide precise drafting and survey services for clients and their unique projects, not limited to a state-of-the-art conveyance sewer line in Auburn, a light rail extension in Tacoma, the triple-tracking of the BNSF Seattle mainline, improved river flows through dams in the North Cascades, Madison Street Bus Rapid Transit (RapidRide G), and numerous property surveys.
- Regularly perform budget oversight related to my projects, all while maintaining excellent and direct client relationships with entities like the BNSF Railway, Sound Transit, Seattle Department of Transportation, Seattle City Light, and hundreds of regional property owners, engineers, and architects.
- Routinely dispatch survey crews to perform essential field work and conduct detailed oversight over their methodologies, notetaking, data and progress.

Amtrak Corporation

Seattle, WA

Accountant / Station Services

10/2010 – 07/2016

- Exemplary management performance while supervising up to 30 employees, including: completing payroll; scheduling staff; processing timesheets; general bookkeeping and accounting; responding to emergencies, managing passenger flows, dispatching trains, and; overseeing a busy cargo department in a manufacturing and heavy-industry environment.

Education

University of Washington, Tacoma, WA
Bachelor of Arts in Urban Studies

09/2007 - 06/2010

University of Washington, Seattle, WA
Candidate for Executive Master of Public Administration

09/2023 - Present

Interests

- Active in my local neighborhood council.
- Former congressional aide to U.S. Senator Maria Cantwell and Transportation Choices Coalition volunteer.
- Passions include transportation planning, social justice and equity in urban development, and public policy.

June 15, 2024

To the City of Tacoma Council Members, the residents of District 4, and the greater Tacoma community:

I wish to be considered for the position of District 4 City Council Member. I first moved to Tacoma in 2000 after graduating from The Evergreen State College with a dual focus in Media (literary journalism, photography, and digital design) and Eastern European studies (Russian language, history, culture, and arts). I earned my Master of Arts from the University of Washington Jackson School of International Studies in 2013; my major was Political Science, and my minor was Cultural Anthropology. In 2017, I passed the national exam to become a Certified Disability Management Specialist. I worked in several roles within the educational sector in our community and abroad, both in and out of the classroom; in the non-profit sector; as a licensed vocational rehabilitation counselor (VRC)/ case manager; and more recently, as a multidisciplinary artist, writer, and small business owner. I am a long-time activist for social and environmental justice, with a special focus on accessibility (physical, economic, cultural, and political). I'm also the mother of a smart, creative, and absolutely hilarious 12-year-old.

My passion for this community and its future led me to run for office previously as a grassroots candidate: a daunting task when working full-time with a young child, made more difficult by the double standards that women face – in politics, the workplace, and society in general. Despite these challenges, I have continually worked hard in support of our community, in particular District 4. As a parent of a Tacoma Public Schools student, I have advocated for safety and respect for LGBTQIA+ students; appropriate support for student accommodations; more adequate responses by schools and the district to bullying and harassment; and more on-site childcare options in schools in the South End. I was appointed to the City of Tacoma Human Rights Commission from 2014 – 2016, during which time I worked on outreach and spoke out about the disproportionate impact of the at-that time proposed methanol factory on vulnerable populations. (This project was canceled due to the unified efforts of leaders and members of the Puyallup Tribe and multiple environmental activist groups.) I have volunteered for Planned Parenthood and NARAL Pro-Choice to protect reproductive health access through activities like engaging elected representatives on Lobby Day and outreach at Tacoma's Pride festivals. I was elected to the South End Neighborhood Council in 2017. In this role, I was appointed as the neighborhood council Media and Outreach Chair and then elected as Vice Chair in 2018. I used social media more effectively to increase attendance to standing room only, developed a new more accessible web site that could be easily updated by Board Members and translated into other languages using a built-in feature, and led council efforts to recruit new members to the board in person and online. I'm also proud to say that I worked with Mary Burnham of Stewart Safe Streets, city staff, and the neighborhood council to secure the release of what is now Catherine Ushka's Gas Station Park to the city for its much-needed redesign and improved maintenance efforts.

My professional work and training have led me to be invited as a panel expert to discuss maintaining creative practices for individuals with disabilities by GeekGirlCon (2018 and 2019). As an invited artist

for Lynn DiNino's April 2019 Tripod Series, I presented "Tacoma and Immigration: Past and Present," which was based on extensive independent research and interviews with Tacoma residents. This project explored the impact of racism on immigration policies, as well as the ethical implications of a private for-profit detention center in our community. When the pandemic forced public events of this nature to take a hiatus, I started looking for a new way to explore serious social justice issues in an interactive format while reaching new audiences. As a result, I started teaching myself how to build video games using newly available resources. In 2021, my project was the first video game to be accepted by the Tacoma Arts Commission as part of the Tacoma Artist Initiative Program, and, with the support of the City of Tacoma Office of Arts and Cultural Vitality, I incorporated my artistic practice as an official small business. As I have worked on this project, I have made it a point to share my knowledge along the way to encourage other underrepresented artists and storytellers to get involved in this field. In 2023, I taught game design and animation at the School of Industrial Design, Engineering, and Arts in Tacoma's South End. I was awarded a Community Arts Project grant by the City of Tacoma to launch the South Side Animation Club as a free resource for our community. I was awarded a scholarship from the AbleGamers Charity's Developers Promoting Accessibility & Diversity (DPAD) Initiative to become an Accessible Player Experiences Certified Practitioner. Also during this time, my animated short about outdated economic/ housing policies was accepted into the 2023 Tacoma Film Festival, as well as the 2024 Valkyrie International Film Festival (New York).

Representing the residents of the City of Tacoma's District 4 would be as great an honor as it is a responsibility. I have a deep commitment to our community and understand how much dedication and teamwork it takes to protect and improve our quality of life. My leadership style is one of collaboration: If appointed to this role, I would work side by side with residents, businesses, city employees, and city council members for a stronger shared future. Thank you very much for considering my application, which more definitively outlines many of my goals for this role. My CV is also attached to better show how my experience would be of benefit in service to the City of Tacoma.

Best wishes,

A handwritten signature in black ink, appearing to read "Suzanne Skaar", with a long horizontal flourish extending to the right.

Suzanne Skaar



Application Form Tacoma City Council District No. 4

Received 6/15/2024
5:51:00 PM

Please return your completed application form, cover letter, and résumé to the City Clerk’s Office no later than 12:00 Noon on Monday, June 24, 2024. You may submit your application materials by:

Mail or hand deliver to: Attn: City Clerk’s Office, c/o Customer Support Center, Tacoma Municipal Building, 747 Market Street, Second Floor, Tacoma, WA 98402

By e-mail to: cityclerk@cityoftacoma.org

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If you need an accommodation in the application process or if you have questions, please call the City Clerk’s Office at (253) 591-5505. People with hearing or speech impairments may contact us through Washington Relay Services: 1-800-833-6388 (TTY or ASCII), 1-800-833-6386 (VCO), or 1-877-833-6341 (STS).

NOTE: This document and any attachments are subject to public disclosure. Certain information is exempt. See RCW 42.56 for state law regarding public records and certain records that are exempt from public disclosure.

Contact Information and Qualifications

* Indicates a response is required.

First Name * Suzanne

Last Name * Skaar

Email * [REDACTED]

Preferred Phone Number * [REDACTED]

Current Residential Street Address *

To be eligible to serve as a City Council Member you must be a resident of the City of Tacoma. Include City and Zip Code. Not a PO Box.

[REDACTED]

Residency Requirement *

Were you a resident of the City of Tacoma for two years immediately preceding filing this application for the City Council?
Yes

District Residency Requirement *

Were you a resident of Council District No. 4 for one year immediately preceding filing this application for the City Council?
Yes

Where did you reside? * (List addresses and dates of residence)

1. [REDACTED]

2. _____

3. _____

Are you a qualified elector? *

Do you have the ability to register to vote?
Yes

Demographic Information

What is your age?

41-64 years

Occupation (If retired, please indicate former occupation or profession)

Independent artist, writer, and small business owner

Education

Master of Arts, University of Washington Jackson School of International Studies

Military History

Are you, or have you been, a member of the United States Armed Forces?

No

Ethnicity

The City of Tacoma promotes cultural and ethnic diversity on citizen committees, boards, commissions, and authorities. Information in this section will assist in achieving this goal, and is voluntary.

White

Questions

Question 1 *

Why are you interested in serving on the City Council, and are there specific areas of city government you would like to explore or address?

I have been a resident of Tacoma for more than 20 years. Since first moving to Tacoma, I have worked and volunteered in a variety of education, social justice, and non-profit roles, as well as community arts projects. I am also the mother of a 12-year-old attending middle school in Tacoma's South End. I want to serve on the City Council to make our community more accessible: physically, economically, technologically, culturally, and politically. I want to strengthen services and support offered to individuals with disabilities; increase economic opportunities, public transportation options, and access to technology in underserved neighborhoods; and work together with said underserved neighborhoods when it comes to implementing policies and programs. The South End and East Side have a long way to go to become traversable and safe for individuals with mobility restrictions, limited/ no vision, and caregiving responsibilities (strollers, wheelchairs). I want to use my professional and volunteer experience working with diverse populations, training as a Certified Disability Management Specialist (Retired), and my knowledge of the greater Tacoma community to make a positive impact on the South End, East Side, and beyond. Some goals I want to focus on are:

1: Support and increase funding for technical training to diversify the tech sector and develop further incentives for "home-grown" tech companies/ start-ups, especially those led by underrepresented populations in the tech sector. By doing this, we stand to improve economic futures for Tacoma's residents; increase the number of feasible roles for individuals with mobility restrictions/ at-home caregiving responsibilities; and cement Tacoma's role as a center of media, arts, and technology. This would also boost other economic sectors within our community.

2: Support and strengthen current efforts to make childcare safer, affordable, and more accessible, especially within District 4. We can do this by supporting existing organizations working towards this end, fostering collaboration between partner organizations, and advocating for more funding for public schools for before and after school care options. We also need to look at increasing service hours and route frequency of public transportation so that workers can more easily drop off children with care providers and access employers in different parts of town more quickly, and so that our youth have easier access to opportunities across the city. We should also look at the possibility of providing incentives for employers (not just those within the tech sector) to provide more remote options to help retain women and caregivers in the workforce.

3: Increase efforts to make Tacoma a safer city for individuals without cars. Improve lighting on neighborhood streets, including at ground level. Continue efforts to replace missing and damaged sidewalks and curb-cuts for wheelchair, scooter, and stroller access. In addition to the increased route frequency of buses, we need to add more benches and shelters throughout the routes if we want to encourage less reliance on personal vehicles. These efforts benefit individuals without mobility restrictions, particularly in winter weather, as well as neighborhood businesses whose profits rise with increased foot traffic.

4. Appropriately address the housing crisis and strengthen the economy by protecting workers, tenants, and the houseless. The city can use existing resources to increase education for employers and workers about worker rights and employer responsibilities, as well as for landlords and tenants about tenant rights and landlord responsibilities. We need to come together as a community to fix the wage gap and ensure that full-time wages are sufficient to live in Tacoma.

Question 2 *

How do you hold diversity as a value, and how will you bring that to your role on the City Council?

Creating space for a diversity of voices is central to my work as an educator, colleague, and community member. This goal is inspired in large part by my upbringing and has shaped the course of my professional and educational experience.

Moving from place to place at a young age taught me to find common ground when working with others. I was raised in a military family and moved every two to three years as a child. I was born in Alabama and moved to California, then to Greece, Kansas, West Germany/ Germany for 4 years, and finally Lacey, WA. In each new community we moved to, particularly those overseas, we were expected to learn as much as we could of the cultural norms, language, history, and art. I began studying Russian language in high school, continued my education at The Evergreen State College – Olympia, and studied in Pskov, Russia, in the summer of 1999. In 2002, I accepted a year-long contract to teach ESL in Yonago, Japan. I would go on to work in Greece as a teaching assistant and study abroad/ complete fieldwork as a graduate student in Russia. I also briefly worked in Tanzania for a non-profit which sets up self-sustaining schools for orphans in rural communities.

At multiple points in my life, I have experienced just how hard the feeling of being isolated or different from everyone else in a room can be, and I empathize with others who feel the same here in our community, for multiple reasons beyond country of origin. I ran as the first openly bisexual candidate for the City of Tacoma City Council (2015) in a community where it's still not always safe to be out. As an individual who occasionally loses part of my vision due to migraines, I had to learn how to educate peers and even authority figures in educational and office settings about accommodations from a young age. Due to arthritis and other conditions, I have at times depended on a cane for mobility, as well as braces and voice-activated software for my hands. And with macular degeneration and early on-set glaucoma, it's harder to read text that is not designed with low-vision readers in mind without the aid of a screen and zoom-in feature, or to get around at night without assistance in unfamiliar circumstances. As a small business owner, I have learned firsthand about the obstacles facing women-led businesses, especially in the arts/tech sectors. And as a mother in this community, I know all too well the struggles of trying to afford childcare while working in underpaid education, non-profit, and support service roles.

As an educator, activist, and multidisciplinary artist, I have long been outspoken about disparities in treatment and access. While working in education and vocational rehabilitation services, I strived to provide equitable services to students and clients struggling to make ends meet due to medical conditions, unfair and unsafe work conditions, houselessness, abuse, and other circumstances. As an independent researcher, I have written and spoken about gatekeeping in its various forms, from Tacoma's immigration history and present, to the lasting damage to the surrounding community caused by racism and misogyny in Tacoma's fraternal orders. Many of my volunteer projects have been aimed at addressing the detrimental impact of these histories on the South End and East Side, while creating new ways for our community members to flourish. Outside of Tacoma, I was an invited panelist for Seattle's GeekGirlCon to address maintaining creative practices for individuals with chronic illnesses and disabilities (2018, 2019). In 2023, I was awarded a scholarship from the AbleGamers Charity's Developers Promoting Accessibility & Diversity (DPAD) Initiative to become an Accessible Player Experiences Certified Practitioner (specializing in making media more accessible for a wide spectrum of disabilities/ conditions).

My holistic understanding of what diversity means informs my passion for social justice and community service.

Question 3 *

Please share any professional and/or community activities, including boards and commissions experience

I am a multidisciplinary artist, writer, and owner of Tacoma-based No, Mine! Studios. My current projects include a video game loosely based on real places in Tacoma about power, gatekeeping, knowledge, and accessibility. This is the first video game to be awarded a Tacoma Artist Initiative Program Grant (2021-2022); because of this grant, as well as the support from the City of Tacoma Arts Commission and team at the Office of Arts and Cultural Vitality, I officially incorporated my studio as a small business in 2021. I have been invited to share the game demo at multiple City of Tacoma events such as the Kaleidoscope Arts Month Kick-Off Party and Arts at The Armory. I use these demonstrations, as well as my website, to provide free resources to community members interested in getting into the game design field, and to discuss the issues at the heart of this project: how do we make Tacoma more accessible for all? Based on this work, I was invited to teach at the South End's School of Industrial Design and Engineering for two terms in 2023. Also in 2023, I was awarded Community Arts Project funding to launch the free, all-ages South Side Animation Club in the South End neighborhood with the goal of increasing representation and diversity of stories told/ voices heard in this format.

I have previously served on the City of Tacoma's Human Rights Commission (2014-2016), the South End Neighborhood Council, Radio Tacoma, and Okongo's Board of Directors (a non-profit formed by/ dedicated to serving Congolese refugees in Washington and the Democratic Republic of Congo). As Chair of Media and Outreach for the South End Neighborhood Council, I developed a new, more accessible website for our neighborhood council; used social media, TV Tacoma, and in-person events to increase our meeting attendance to standing room only; and spearheaded recruitment efforts to diversify our sitting council. Through my grassroots campaigns for office in 2015 and 2018, I addressed ways in which the city and county could better serve our most vulnerable populations: increasing representation on city and county councils in terms of gender and race, increasing the minimum wage to a livable wage, centralizing crisis services, the

need for universal childcare/ more and safer childcare options in the South End/ East Side, and improving public transportation options in low-income neighborhoods. In 2015, I was the sole-endorsed candidate by Equal Rights Washington and NARAL Pro-Choice, and a dual-endorsed candidate by Pierce County Democratic Party, while in 2018 I earned sole endorsements from Our Revolution Pierce County and dual endorsements from the News Tribune, Pierce County Democratic Party, and more. While on the Human Rights Commission, I used my position to speak out against the environmental risks and health dangers to low-income, immuno-compromised, and otherwise vulnerable individuals posed by the proposed methanol factory. (Community efforts successfully blocked the project in 2016.) As a Commissioner, I also participated in outreach activities to the LGBTQIA+ community, local neighborhood councils, and more. I have been a long-time supporter of Planned Parenthood and have participated in outreach activities such as Tacoma's Pride Festival and WA State Lobby Days for reproductive health parity.

Question 4 *

List any experience that would assist you in serving on the City Council

I have learned much through formal and independent education, as well as through my experience in human services, as a small business owner in the arts and tech sector, as a mother living in the South End, as an individual with chronic conditions, and as an engaged community member. As such, I am confident that I have the skills, knowledge, and empathy necessary to serve as a strong community advocate for District 4.

I studied international political science, cultural anthropology, and sociology as a graduate student at the University of Washington (Seattle) and earned my Master of Arts in International Studies in 2013. I earned my Bachelor of Arts from The Evergreen State College (Olympia) in 2000 with a dual focus on Media (literary journalism, photography, and digital design) and Eastern European Studies (history, language, culture, art). I worked in a variety of roles in education, both in and out of the classroom, in and outside the State of Washington, for more than a decade: as a teacher, housing coordinator, study abroad coordinator, research assistant for the UW Center for Human Rights, and more. I also trained as a Certified Disability Management Specialist (Retired) and worked as a Case Manager/ Vocational Rehabilitation Counselor with injured workers, their employers, and Labor and Industries claims managers across several counties in Western Washington. After being diagnosed with bilateral hand arthritis and glaucoma in 2018, I decided to change career directions. I focused more on my writing, research, and art; in 2021, thanks to funding from the City of Tacoma Arts Commission and support from the staff in the Office of Arts and Cultural Vitality, I officially incorporated my studio as a small business.

Our community has a long way to go in terms of making public spaces more accessible, not just physically, but culturally and economically as well. The impact of the pay gap based on gender, race, physical capacities, and sexual orientation can be seen in who has access to what services, how medical treatment is procured and the effectiveness of said treatment, who is allowed to immigrate to the U.S. versus who is detained, and more. Education is another battleground for equity. Classrooms and recreational opportunities are not equally funded across the city. While teaching game design and basic Photoshop as an adjunct high school instructor in 2023, I witnessed a major disconnect between what entry level professionals and first-year college students need to know versus the technology and supplies available to students. Students whose families are able to afford faster computers at home have a leg up compared to those reliant on outdated technology in our schools. As costs have risen, degrees become further out of reach for those who need them to enter their chosen career fields. Circumstances beyond children's control result in adults left trying to get services that are offered for free to younger populations, and many jobs are not set up to support adult learners trying to return to school. Further, many in our community are still recovering from the impact of the pandemic, including family caregivers whose careers took a hit due to lack of social support.

If appointed to this role, I would continue to use my skills, knowledge, and experience to dismantle unnecessary barriers to resources for vulnerable populations. I am excited by the possibilities of building up our community as part of a cohesive and dedicated team of public servants. As someone who has benefited from economically supported cultural programs like the Tacoma Artist Initiative Program, I want to work with others in the city council and staff to figure out how much more we can do for Tacoma's future.

Question 5 *

Indicate any activities you are involved with that may present a conflict of interest with appointment to the City Council.

My arts practice has received support from the City of Tacoma Arts Commission in the past (2021-2022, 2023). If appointed to this position, I would refrain from applying for funding from City programs for the duration of my tenure as City Council Member.

Question 6 *

List any and all elected and/or public offices you have held (Provide dates)

Elected Democratic Party Precinct Committee Officer (PCO) (29-447) 2022-2024, 2024-Present.

Appointed Democratic Party PCO (27-447) 2020-2022

Elected Vice Chair South End Neighborhood Council 2018

Elected Board Member South End Neighborhood Council 2017-2018

Appointed City of Tacoma Human Rights Commissioner 2014-2016

Question 7 *

Is there anything additional you wish to share?

If appointed to this role, I would do my best to serve the residents of my District and the greater Tacoma area. My skills, knowledge, and lived experience would help me to serve as an effective and compassionate leader in collaboration with the Council and Community.

Availability and Confirmation

Known Relationships

Are you related to any elected City official or City employee?

No

How did you hear about this opportunity? *

City of Tacoma Press Release

Interview Availability *

Applicants may be asked to attend an in-person interview with the City Council; these interviews are tentatively scheduled for July 9, 2024, at 6:00 p.m. following the Council Business meeting. Virtual interviews will not be available. If selected to interview, are available on this date?

Yes

Confirmation *

I confirm that I am a City resident for the past two years and District No. 4 resident for the past one year, and a qualified elector.

TRUE

[Submitted and signed via SmartSheet]

Signature

6/15/2024 5:51:00 PM

Date

Letter: Yes

Resume: Yes

Education

Master of Arts 2013

University of Washington (Seattle, WA)

Henry M. Jackson School of International Studies: Russian Eastern Europe Central Asian Studies (REECAS)

- Major: Political Science; Minor: Anthropology; Russian and Greek language studies
- Thesis: "Guerilla Art and Protest in Modern Russia"
- Presenter at the April 2013 Northwest REECAS Conference, University of Washington - Seattle
- Awarded a Critical Language Studies (CLS) Scholarship to Ufa, Bashkortostan, Summer 2011
- Additional research abroad: St. Petersburg and Moscow, Russia, Summer 2012, and Athens, Greece, Winter 2011

Bachelor of Arts 2000

The Evergreen State College (Olympia, WA)

- Traditional and Literary Journalism, Photography, and Digital Media
- Eastern European Art, Culture, and History, and the Russian language
- Study abroad: Pskov, Russia 1999

Accessible Player Experiences (APX) Certified Practitioner 2023

- Completed certification through Able Gamers Charity with support from the Developers Promoting Diversity and Accessibility Initiative

Certified Disability Management Specialist (Retired: 2022 – Present; Active: 2017 – 2022)

- Completed requirements through the Commission for Case Manager Certification

Professional Experience

Owner/ Artist 2013 – Present

No, Mine! Studios (Tacoma, WA)

- Created No, Mine! Studios website (<https://nominestudios.com>) as platform for personal projects including writing, illustrations, photography, and animations in 2013
- Awarded grants from City of Tacoma 2021-2022 Artist Initiative Program and 2023 Community Arts Project program
- Incorporated No, Mine! Studios as an LLC (Sole Proprietorship) in Washington State in 2021
- Developing a 2D pixel art video game which explores accessibility, knowledge, and gatekeeping (solo project)
 - Set up and monitored play-testing sessions for in-progress game at free all-ages events hosted by the City of Tacoma: Arts at the Armory (2021, 2022, and 2023) and Tacoma Arts Month Kick-Off Party (2022)
 - Share resources for community members interested in learning about game design
- Launched the all-ages/ levels South Side Animation Club in Spring 2023 to create more arts opportunities in the South End, South Tacoma, and East Side Tacoma neighborhoods
- Mentored student interns through the Tacoma Public Schools 2023 Next Move Program

Adjunct Instructor February 2023 – December 2023

IDEA High School

- Created curriculum for high school level Game Design and Animation course, as well as Intro to Photoshop course
- Researched and presented lectures on narrative, visual, and sound design
- Graded assignments and gave constructive feedback for students' individual projects
- Invited and hosted guest speakers from the games industry for in-class question and answer sessions

Vocational Rehabilitation Counselor (VRC)

September 2017 – December 2018

VRC - Intern

January 2016 - September 2017

Olsen & Associates (University Place, WA)

- Worked on cases in various stages of assessment, plan development, and plan implementation in multiple counties
- Maintained complex understanding of disabilities/ industrial illnesses, accessibility, and accommodations, and related state agency procedures and policies
- Advised injured workers, monitored cases, and addressed concerns as they arose
- Interviewed employers and conducted site visits to develop job analyses
- Researched labor markets and career training programs
- Assisted with workers with advising, enrollment, and registration processes
- Wrote case notes and prepared reports per company and state requirements

Operations Manager

April 2015 - November 2015

Orphans Africa (Tacoma, WA/ Tanzania: multiple sites)

- Managed day-to-day operations for non-profit which sets up self-sustaining schools for orphans in Tanzania
- Identified fundraising avenues and cultivated relationships with donors
- Analyzed, crafted, and improved public relations strategy and marketing materials
- Recruited and supervised stateside volunteers
- Created and strengthened Tacoma community partnerships through networking, presentations, and outreach events
- Conducted and documented school site visits in Tanzania in Fall 2015
- Presented on the organization's work as part of the Tacoma's World Affairs Council Travel Talks series (November 2015)

Teaching Assistant

December 2010 – March 2011

University of Washington, Study Abroad Film Program (Athens, Greece)

- Provided academic, personal, and emergency assistance to students while enforcing program policies
- Assisted professor/ supervisor in implementation of program goals and tracking expenses

Research Assistant

September 2010 - December 2010

University of Washington, Center for Human Rights (Seattle, WA)

- Promoted the Center and its activities through the weekly electronic newsletter, website updates, and collaborations with other departments
- Organized events and solved problems as they arose

Student Services Representative

October 2007 - June 2009

University of Washington, Housing and Food Services (HFS) (Seattle, WA)

- Determined student eligibility for UW Family Housing in accordance with university, state, and federal policies
- Prepared vacancy/ residency reports using the Odyssey Housing Management System (HMS) database and Excel
- Edited a variety of departmental materials, including mass communication with students and website
- Presented at campus outreach events, such as the Office of Minority Affairs & Diversity Student Fair and HFS Parents Welcome Week

Housing, Activities, and Study Abroad Coordinator

February 2006 – October 2007

Tacoma Community College, International Student Services and Programs (Tacoma, WA)

- Managed Housing program for 250 student department, recruited host families, matched students with appropriate hosts and housing, monitored program participants, and served as 24-hour/ 7-day-a-week emergency contact person
- Coordinated Study Abroad program, department events, activities, and other short-term programs
- Developed working relationships with faculty, staff, departments, and organizations
- Presented at campus outreach events, study abroad and home-stay family recruitment sessions, and International Student Orientation Week
- Coordinated the English Language Conversation Partners program

Teaching Assistant

September 2001 – October 2002; January 2004 – April 2004

Pierce College Fort Steilacoom (Lakewood, WA)

- Served as Teaching Assistant for multiple professors in the Developmental English Department and beginning College Writing Classes (101-103)
- Worked with students one-on-one to master grammatical concepts and complete required work
- Reviewed student work and made grading recommendations to professors

English as a Second Language Teacher

November 2002 – October 2003

AEON (Yonago, Japan)

- Taught English conversation, grammar, test courses, and private lessons to high school and university students and adults
- Participated in outreach efforts to the community and local businesses

Selected Writing and Presentations

“DIY Gaming: How to Self-Publish and Promote Your Own Games” 2023
Moderator for GeekGirlCon 2023 educational panel for attendees interested in indie game publishing

“Yeetcosystem” 2022
Wrote, animated, and narrated short film which was selected and screened at the 2023 Tacoma Film Festival and 2024 Valkyrie International Film Festival (New York)

“Chronic and Creative” 2018, 2019
GeekGirlCon panelist on subject of maintaining creative practices for individuals living with chronic conditions and/ or disabilities (Seattle, WA)

“Making Space: Accessibility and Diversity in Geek Culture” 2019
Moderator, organizer, and researcher for panel at Jet City Comic Show to discuss making “nerd/ geek culture” more accessible and what accessibility means (Tacoma, WA)

“Controlling the Narrative: Gatekeeping, Secret Societies, and Good Ol’ Boys Networks” 2019
Writer, researcher, designer, and presenter for lecture/ slide show (Portland, OR)

“Immigration and Tacoma: Past and Present” 2019
Writer, researcher, designer, and presenter of lecture/ slide show based on historical research, interviews, and analysis of modern immigration policies, racism, and the Northwest Detention Center for Tripod Series (Tacoma, WA)

“Cannabis Crime Resolution” 2017
Co-writer/ researcher of resolution addressing the disparate impacts of cannabis-related convictions on communities of color with Lukas Barfield, Director of the Medical Marijuana Coalition of Washington State. This was endorsed by multiple legislative districts' Democratic Parties, including the 29th LD.

Volunteer

Precinct Committee Officer (PCO) Democratic Party

2020 – Present

27th and 29th Legislative Districts (Tacoma/ Pierce County, WA)

- Appointed 27-447 PCO 2020
- Elected 29-447 PCO 2022 and 2024

- Board Member** 2017 – 2019
South End Tacoma Neighborhood Council (Tacoma, WA)
- Elected Vice Chair in 2018 and Chair of the Outreach and Media Committee in 2017
 - Created a new outreach plan, developed and launched a new more accessible website, and increased attendance through consistent use of social media and active recruitment of new board members
 - Wrote, researched, and hosted South End Neighborhood Council's TV Tacoma program in 2019
- Volunteer – Outreach** 2014 – 2019
Planned Parenthood of the Great Northwest and Hawaiian Islands/ NARAL Pro-Choice
- Attended the 2014 and 2019 Lobby Days as a 27th District citizen representative
 - Attended hearings for bills, including the Reproductive Parity Act and Pregnant Workers Fairness Act
 - Collected signatures for Planned Parenthood's petition against the Supreme Court's "Hobby Lobby" decision
 - Staffed booth at Tacoma Pride Festivities
- Board Member** 2016 – 2017
Radio Tacoma (Tacoma, WA)
- Coordinated outreach and grant research efforts
 - Contributed content including illustrations and a podcast on local environmental concerns
- Commissioner** 2014 – 2016
City of Tacoma Human Rights Commission (Tacoma, WA)
- Appointed by the Tacoma City Council to serve on a commission formed to address social justice issues and recommend appropriate action
- Volunteer Consultant, Board Member** 2010 – 2013
Okongo (Tacoma, WA)
- Appointed Tacoma-based Board Member for a non-profit organization which was run by and assisted Congolese refugees in the Democratic Republic of Congo and Washington State
 - Provided design, writing, and editing services
- Co-Founder/ Artistic Director** 2009 – 2010
Grit City Fest (Tacoma, WA)
- Created 3-day arts and music festival in partnership with Quincy Henry
 - Managed website, design, and branding
 - Recruited artists, musicians, venues, and sponsors
- Co-founder/ Organizer** 2006 – 2008
Equilibrium Women Artists Collective (Tacoma, WA)
- Created an inclusive arts collective as means of diversify local arts scene
 - Curated and hosted a series of one-night events to promote underrepresented artists and performers

STEPHEN C. WAMBACK

June 21, 2024

Nicole Emery, City Clerk
747 Market Street, Second Floor
Tacoma, WA 98402
cityclerk@cityoftacoma.org

Dear City Clerk Emery:

I am writing to communicate my interest in filling the vacant City Council District 4 position.

I have built a reputation as a collaborative, engaged, and engaging leader who is comfortable confronting challenges and resilient when navigating change. My background demonstrates how decades of professional experience and civic engagement have prepared me to serve the residents of District 4 in a **caretaker capacity**. I want to be clear that, if appointed, I will not run to retain the seat in the 2025 election.

ABOUT ME

I have been a resident of District 4 since January 2002. After renting for a couple of years in the Proctor District, I purchased my home because of the unique characteristics and diversity of the South End and Eastside. Over the past 20-plus years I have been privileged to take part in the transformation of our District 4 neighborhoods and am proud to say this is where I live, work, and play.

Professionally, I would bring to the City Council 34 years of experience managing policy, programs and people for public sector agencies in Washington. Over 31 of those years have been with Pierce County government; 25 as an appointed manager overseeing environmental, infrastructure, financial and administrative programs.

In addition to a bachelors, and masters in public administration, I hold a Lean Six Sigma certification from the University of Washington - Tacoma and am a certified Envision Sustainability Professional.

I am a member of the LGBTQ+ community. My husband is the owner of a Tacoma-based small business.

TEAMWORK AND CONSENSUS BUILDING

What I enjoy most about my career and civic commitments is building teams and helping them grow and succeed. One of the most recent examples was my service as Chair of Tacoma's Charter Review Committee. As Chair I was responsible to work with fourteen other committee members to craft an agenda to review the Charter in a very short timeline, and then build consensus around a recommended suite of amendments. In May, the Committee delivered a comprehensive package of 24 amendments, most of which were supported by eighty percent (or more) of committee members.

During my time managing waste reduction, recycling, and disposal programs, colleagues from across Washington elected me to lead three organizations during (re)building periods. For all three I helped build board member and organizational continuity to promote success.



BOARD AND COMMISSION EXPERIENCE

My experience serving Tacoma on a board or commission is not limited to the 2024 Charter Review. I was also a member of the Charter Review Committee in 2004.

From 2013 to 2019 I represented District 4 on the Tacoma Planning Commission, including one year as Vice-Chair and two years as Chair. The development of the One Tacoma Plan and the foundation of Home in Tacoma started during my tenure on the Commission.

In 2011 and 2012 I chaired the Tacoma-Pierce County Community Gardens Steering Committee which established what is now known as Harvest Pierce County housed at the Pierce Conservation District.

From 2001 to 2005 I represented Tacoma and Pierce County as a member of the Sound Transit Citizen Oversight Committee. This was a crucial time for the development of our regional transit system as it included the construction and initial operations of the Tacoma Link light rail, but it was also a time of immense challenges for the businesses located along the chosen light rail alignment.

BUSINESS ACUMEN AND BUDGETING EXPERIENCE

Recognizing that one of the most important roles of the Council is to review and adopt a budget, my tenure with Pierce County has allowed me to be heavily involved with developing and implementing budgets. Currently, I supervise the team responsible for a \$160 million biennial capital and operating budget. In my last position at Planning and Public Works I served as that department's chief financial officer. Earlier in my career, I was a line-of-business manager responsible for detailed budget work. The knowledge, skills, and abilities gained in those positions would allow me to "hit the ground running" if appointed to the Council.

RESIDENT COMMUNICATIONS

The most important aspect of being the District 4 council member will be to serve my neighbors. In my career with Pierce County I have demonstrated the level of political acumen and competence necessary to achieve broad bipartisan support on controversial projects including a multi-billion dollar solid waste system contract, significant expansion of code enforcement programs, redesign of recycling services, helping our courts restart operations during the pandemic, and purchasing a new office building to house administrative services and improve courthouse functions.

As a resident serving other residents, I engaged with the community and took leadership positions to promote housing density, allow accessory dwelling units, set the framework for retail cannabis stores, and provide a pathway for siting temporary stability shelters.

I would welcome the opportunity to discuss with the Council my interest and qualifications.

Respectfully,

Stephen C. Wamback

Stephen C. Wamback, MPA ENV SP



Application Form Tacoma City Council District No. 4

Received 6/21/2024
3:57:00 PM

Please return your completed application form, cover letter, and résumé to the City Clerk's Office no later than 12:00 Noon on Monday, June 24, 2024. You may submit your application materials by:

Mail or hand deliver to: Attn: City Clerk's Office, c/o Customer Support Center, Tacoma Municipal Building,
747 Market Street, Second Floor, Tacoma, WA 98402

By e-mail to: cityclerk@cityoftacoma.org

The City of Tacoma is an Equal Opportunity Employer and values diversity in its workplace. Applicants are considered for positions without regard to race, color, religion, sex, national origin, ancestry, age, marital or veteran status, disability, sexual orientation, gender identity, or any other basis prohibited by federal, state and local laws.

If you need an accommodation in the application process or if you have questions, please call the City Clerk's Office at (253) 591-5505. People with hearing or speech impairments may contact us through Washington Relay Services: 1-800-833-6388 (TTY or ASCII), 1-800-833-6386 (VCO), or 1-877-833-6341 (STS).

NOTE: This document and any attachments are subject to public disclosure. Certain information is exempt. See RCW 42.56 for state law regarding public records and certain records that are exempt from public disclosure.

Contact Information and Qualifications

* Indicates a response is required.

First Name * Stephen

Last Name * Wamback

Email * [REDACTED]

Preferred Phone Number * [REDACTED]

Current Residential Street Address *

To be eligible to serve as a City Council Member you must be a resident of the City of Tacoma. Include City and Zip Code. Not a PO Box.

[REDACTED]

Residency Requirement *

Were you a resident of the City of Tacoma for two years immediately preceding filing this application for the City Council?
Yes

District Residency Requirement *

Were you a resident of Council District No. 4 for one year immediately preceding filing this application for the City Council?
Yes

Where did you reside? * (List addresses and dates of residence)

1. [REDACTED]

2. _____

3. _____

Are you a qualified elector? *

Do you have the ability to register to vote?
Yes

Demographic Information

What is your age?

41-64 years

Occupation (If retired, please indicate former occupation or profession)

Deputy Director of Facilities Management, Pierce County

Education

Masters in Public Administration, Columbia University

Military History

Are you, or have you been, a member of the United States Armed Forces?

No

Ethnicity

The City of Tacoma promotes cultural and ethnic diversity on citizen committees, boards, commissions, and authorities. Information in this section will assist in achieving this goal, and is voluntary.

White

Questions

Question 1 *

Why are you interested in serving on the City Council, and are there specific areas of city government you would like to explore or address?

I am volunteering to contribute my local government knowledge, skills and abilities to serve the residents of District 4 in a caretaker capacity until the voters can select a candidate in the 2025 election.

If selected to serve, my goals will to ensure the City:

- 1) adopts a biennial budget that uses an equity lens to invest in historically under-invested corners of the City;
 - 2) financially supports programs to make home ownership and home renting more affordable so that my neighbors are not priced out of Tacoma; and
 - 3) achieve balance between over- and under-policing to protect the quality of life in our neighborhoods while respecting the dignity of our neighbors.
-

Question 2 *

How do you hold diversity as a value, and how will you bring that to your role on the City Council?

I am a strong proponent of ensuring that government meets the community "where they are" and "as they are." We need to continually strive to make sure that government is open, transparent, and responsive as people individually define those concepts today, not based on a historic notion framed by a small subset of the community. This is a challenging goal that requires elected officials and city staff to be nimble and resilient.

I try to recognize and remind myself that equality and equity are both important but are not the same thing. As a Council Member I will promote pathways that recognize how historic practices created barriers and support programs which acknowledge our collective obligation to remove those barriers and ensure new ones are not created.

As an example of my personal commitment to diversity and inclusion, I will share that I chose to step aside from the Tacoma Planning Commission after two terms and worked with elected officials and community members to recruit potential replacements who would add diversity to that body.

Question 3 *

Please share any professional and/or community activities, including boards and commissions experience

BOARDS AND COMMISSIONS

Chair, City of Tacoma Charter Review Committee - 2024; Member 2004

Chair, Tacoma Planning Commission - 2017 to 2019; Member 2013 to 2019

Chair, Tacoma-Pierce County Community Garden Steering Committee - 2011 to 2012

Member, City of Tacoma Charter Review Committee - 2004

Vice-Chair, Sound Transit Citizen Oversight Panel - 2004 to 2005; Member 2001 to 2005

PROFESSIONAL ORGANIZATION LEADERSHIP

Founding Co-Chair, Washington Association of County Solid Waste Managers - 2016 to 2018

President, Solid Waste Association of North American / Evergreen Chapter - 2011 to 2014

Chair, Washington Solid Waste Advisory Committee - 2005 to 2011

Question 4 *

List any experience that would assist you in serving on the City Council

My professional career has given me multiple opportunities to develop policy, including drafting ordinances and resolutions, state administrative code, and state law.

As a local government manager, I've had the privilege to develop, grow and manage a diverse array of programs: environmental and resource conversation; land use code and nuisance enforcement; transportation; financial, contract and performance management systems; facility infrastructure; real property management; and customer communications and engagement.

Recognizing this is a budget year, I have more than 25 years experience developing and implementing both general fund and proprietary fund budgets.

Question 5 *

Indicate any activities you are involved with that may present a conflict of interest with appointment to the City Council.

None.

In the realm of "interlocal matters" between Tacoma and Pierce County, I would disclose any instances of a "remote interest" as required by the Tacoma Charter, Ethics Code and State Law.

Question 6 *

List any and all elected and/or public offices you have held (Provide dates)

I have never held elected office.

I have been appointed by the Tacoma City Council to the following offices:

Charter Review Committee (2024 and 2004)

Planning Commission (2013 to 2019)

I am/have been an at-will appointee in the following County offices:

Deputy Director of Facilities Management (2019 to present)

Planning and Public Works Business and Financial Operations Manager (2017 to 2019)

Airport and Ferry Division Administrator (2017)

Solid Waste / Sustainable Resources Administrator (1999 to 2017)

Question 7 *

Is there anything additional you wish to share?

One of the few 2024 Charter Review Committee recommendations I opposed was the relaxation of term limits. I feel strongly that term limits, by promoting regular turnover, allows the voters to bring new and diverse voices to our city government and results in a Council that better reflects the community and is more responsive to community needs. This is especially important for our district-level seats where rapid change happens in our neighborhoods.

While this appointment process can also bring a new and diverse voice and experience to the Council, it would be (up to) eight council members making that decision, rather than the voters residing in District 4.

To fully respect the rights of my neighbors to elect the candidate of their choosing, I commit to not using the "power of incumbency" and will not be a candidate for this office in the 2025 election.

Availability and Confirmation

Known Relationships

Are you related to any elected City official or City employee?

No

How did you hear about this opportunity? *

Mayor or City Council Member

Interview Availability *

Applicants may be asked to attend an in-person interview with the City Council; these interviews are tentatively scheduled for July 9, 2024, at 6:00 p.m. following the Council Business meeting. Virtual interviews will not be available. If selected to interview, are available on this date?

Yes

Confirmation *

I confirm that I am a City resident for the past two years and District No. 4 resident for the past one year, and a qualified elector.

TRUE

[Submitted and signed via SmartSheet]

Signature

6/21/2024 3:57:00 PM

Date

Letter: Yes

Resume: Yes

STEPHEN C. WAMBACK

DYNAMIC LEADER AND SKILLED ADMINISTRATOR

Collaborative, passionate and engaging leader with over 30 years of progressively responsible experience in local government including operational, administrative and executive level responsibilities. Tested and proven as a strategic planner, project manager and continuous improvement advocate. Combines leadership savvy, political acumen, and attention to detail to help organizations, individuals and communities succeed.

- ❖ Develop, implement and support creative, high-risk public projects.
- ❖ Advance strategies that build common ground among competing stakeholders.
- ❖ Inspire, lead and coach multi-disciplinary teams to award-winning success.
- ❖ Preach and practice a "no surprises" open communication philosophy.

EXPERIENCE

DEPUTY DIRECTOR

PIERCE COUNTY FACILITIES MANAGEMENT – 2019 TO PRESENT

Initiate and lead short and long-range strategic planning and process improvement exercises to ensure county facility operations support essential government services. Coordinate leadership-level engagement with the departments that occupy county-owned and county-leased spaces. Prepare, review and approve performance measures to demonstrate efficient and effective use of public resources. Oversee and monitor the development and implementation of the department's \$160 Million biennial capital and operating budgets. Direct Real Property Program staff engaged in the purchase, sale and lease of public property and lease of private properties for public use. Manage staff engaged in programs to conserve energy and water while ensuring that buildings continue to provide the highest level of service to customers. Assist, coach and mentor the Department Director and Division Managers to accomplish agency and county mission.

BUSINESS AND FINANCIAL OPERATIONS MANAGER

PIERCE COUNTY PLANNING AND PUBLIC WORKS – 2017 TO 2019

Developed and administered \$330 million capital and operating budgets for 6 public works infrastructure divisions and 4 internal service divisions. Engaged with division, program, and project managers to effectively manage and monitor budgets. Supervised staff and provided internal oversight for accounting, timekeeping, procurement, contract management, grant award, and grant reimbursements.

ACTING AIRPORT AND FERRY DIVISION ADMINISTRATOR

PIERCE COUNTY PLANNING AND PUBLIC WORKS – 2017

Responsible for the management and administration of Pierce County's Ferry System and two municipal airports. Provided oversight of the private ferry operator and authorized capital improvements and ongoing maintenance activities on the vessels and airport hangars.



SUSTAINABLE RESOURCES DIVISION ADMINISTRATOR
PIERCE COUNTY PLANNING AND PUBLIC WORKS – 1999 TO 2017

Managed regional solid waste system serving 250,000 households and 20,000 businesses. Negotiated and managed 28 year privatized system contract valued over \$2 billion. Responsible for developing \$7 million annual budget and monitoring \$70 million in annual private sector activity. Developed, evaluated and refined service, code enforcement/nuisance abatement, public outreach and environmental stewardship programs. Supervised, coached and mentored a multi-disciplinary team. Created Pierce County Responds, a comprehensive interagency effort to enhance code enforcement and abate nuisance properties. Represented Pierce County in local, state and national industry meetings.

SOLID WASTE/RECYCLING ANALYST
PIERCE COUNTY PUBLIC WORKS AND UTILITIES – 1993 TO 1999

Created framework for solid waste facility siting, planning and contracting still in effect after nearly 25 years. Designed and implemented programs to monitor the success of residential, commercial and industrial recycling systems.

EDUCATION

UNIVERSITY OF WASHINGTON, TACOMA – CERTIFICATION, 2015

- ❖ Lean Six Sigma Certified Green Belt

COLUMBIA UNIVERSITY, NEW YORK, NY – MPA, 1990

- ❖ Coursework focused on urban and environmental planning policy and practice.

GEORGETOWN UNIVERSITY, WASHINGTON, DC – BSFS, 1988

- ❖ Coursework focused on domestic and international political science and communications.

RECOGNITION AND ACCOMPLISHMENTS

- ❖ Envision Sustainability Professional, Institute for Sustainable Infrastructure - 2019 to present
- ❖ Public Works Leadership Fellow, American Public Works Association - 2015 to present
- ❖ Municipal Partner Recognition, Pierce Conservation District - 2013
- ❖ Professional Manager of the Year / Solid Waste, American Public Works Association - 2011
- ❖ Sustainability Partner, Washington Refuse and Recycling Association - 2010
- ❖ Preserve Planet Earth Award, Tacoma Rotary #8 - 2003

CIVIC INVOLVEMENT AND PROFESSIONAL LEADERSHIP

- ❖ Chair, City of Tacoma Charter Review Committee - 2024; Member 2004
- ❖ Chair, Tacoma Planning Commission - 2017 to 2019; Member 2013 to 2019
- ❖ Co-Chair, Washington Association of County Solid Waste Managers - 2016 to 2018
- ❖ Chair, Tacoma-Pierce County Community Garden Steering Committee - 2011 to 2012
- ❖ President, Solid Waste Association of North American / Evergreen Chapter - 2011 to 2014
- ❖ Chair, Washington Solid Waste Advisory Committee - 2005 to 2011
- ❖ Vice-Chair, Sound Transit Citizen Oversight Panel - 2004 to 2005; Member 2001 to 2005

Sharonda Webb

Phone: [REDACTED]

Tacoma City Council
747 Market Street
Tacoma, WA 98402

June 24, 2024

Dear Tacoma City Council Members –

I am Sharonda Webb, and I am excited to submit all the required documentation to be considered for appointment to the Tacoma City Council representing District 4. Catherine Ushka left an incredible legacy of amazing accomplishments throughout her tenure as a member of the Tacoma City Council. Most apparent is the leadership she demonstrated by listening to opposing viewpoints while staying true to her own ideas for improving Tacoma and showing up for constituents in her district and the entire city as evidenced in the 2023 recap of her work. Her example of pushing for out of the box resolutions to the issues Tacoma residents face is part of the inspiration that prompted me apply for this role.

I believe my leadership, compassion for and commitment to all of us here in Tacoma as well as my willingness to attempt to lay foundations for innovative resolutions to our collective concerns will provide a great fit for the Tacoma City Council. I hope to be invited for an interview to further discuss ideas around such an exciting role. I would love to learn more from existing members about the type of leadership necessary to thrive as a member of the Tacoma City Council. Please feel free to contact me either by phone at (206)769-9229 or by email at sharondawebb1218@gmail.com.

Sincerely,
Sharonda L. Webb



Application Form Tacoma City Council District No. 4

Received 6/24/2024
10:12:00 AM

Please return your completed application form, cover letter, and résumé to the City Clerk's Office no later than 12:00 Noon on Monday, June 24, 2024. You may submit your application materials by:

Mail or hand deliver to: Attn: City Clerk's Office, c/o Customer Support Center, Tacoma Municipal Building, 747 Market Street, Second Floor, Tacoma, WA 98402

By e-mail to: cityclerk@cityoftacoma.org

The City of Tacoma is an Equal Opportunity Employer and values diversity in its workplace. Applicants are considered for positions without regard to race, color, religion, sex, national origin, ancestry, age, marital or veteran status, disability, sexual orientation, gender identity, or any other basis prohibited by federal, state and local laws.

If you need an accommodation in the application process or if you have questions, please call the City Clerk's Office at (253) 591-5505. People with hearing or speech impairments may contact us through Washington Relay Services: 1-800-833-6388 (TTY or ASCII), 1-800-833-6386 (VCO), or 1-877-833-6341 (STS).

NOTE: This document and any attachments are subject to public disclosure. Certain information is exempt. See RCW 42.56 for state law regarding public records and certain records that are exempt from public disclosure.

Contact Information and Qualifications

* Indicates a response is required.

First Name * Sharonda

Last Name * Webb

Email * [REDACTED]

Preferred Phone Number * [REDACTED]

Current Residential Street Address *

To be eligible to serve as a City Council Member you must be a resident of the City of Tacoma. Include City and Zip Code. Not a PO Box.

[REDACTED]

Residency Requirement *

Were you a resident of the City of Tacoma for two years immediately preceding filing this application for the City Council?
Yes

District Residency Requirement *

Were you a resident of Council District No. 4 for one year immediately preceding filing this application for the City Council?
Yes

Where did you reside? * (List addresses and dates of residence)

1. [REDACTED]

2. _____

3. _____

Are you a qualified elector? *

Do you have the ability to register to vote?
Yes

Demographic Information

What is your age?

41-64 years

Occupation (If retired, please indicate former occupation or profession)

Education

Bachelor's Degree

Military History

Are you, or have you been, a member of the United States Armed Forces?

No

Ethnicity

The City of Tacoma promotes cultural and ethnic diversity on citizen committees, boards, commissions, and authorities. Information in this section will assist in achieving this goal, and is voluntary.

African American/Black

Questions

Question 1 *

Why are you interested in serving on the City Council, and are there specific areas of city government you would like to explore or address?

I love Tacoma. I have lived just up the street from the Tacoma dome since 2007 and I believe our town is special and unique – especially District 4. To me, this area is the heartbeat of the city and the views of Rainier, Commencement Bay, the industrial area and downtown frame an awesome picture of our city's vibe every time I drive home. Tacoma's diversity in ethnicities, thought, lifestyles, religions, nationalities and community elements offers a broad array of activities for people to get involved to enjoy and help improve our city. Just typing this answer makes me excited about the endless possibilities available to us here. The opportunity to be part of something greater than anything I can accomplish on my own is thrilling to me. Being able to use my skills and passion for bringing people together if I am appointed to the Tacoma City Council would be a complete blessing and honor that I would cherish.

I believe we – the people of Tacoma - are the answers we are seeking for our town. Tacoma's citizens hold the wisdom, experience and innovation we need to face and address the issues we will encounter as we move forward. It takes strong leadership to bring out the best in people when they encounter the difficult uncertainties found in any city right now. I am most interested in adding my leadership and facilitation skills to bring out the best in those of us who join in to help with the Tacoma City Council's initiatives around supporting and reducing the number of unhoused people in Tacoma, efforts to keep our city clean, and crime reduction.

The added perspective that common ground brings undoubtedly makes us all better. I have seen this through activities like assisting with healthy conversations among people with different points of view on my podcast, A Conversation Peace, and hosting Sunday Dinner for my neighbors and friends in my home. Creating the space for people to engage and find common ground has proven to me that diversity recognizes that our differences strengthen and make our collective decisions more complete. I would love the opportunity to build on what I have started to do already by being part of the Tacoma City Council.

Question 2 *

How do you hold diversity as a value, and how will you bring that to your role on the City Council?

I believe in diversity because I have experienced the benefits it brings to any team, community or organization. Professionally, I research effective team strategies as part of any role I have held to foster strong teamwork. Personally, I study teams to validate the process of the teaming model I created and continually develop. One of the main themes of my model is to honor and celebrate the differences in people who come together to accomplish a shared purpose. I have learned that pulling out the tacit and tribal knowledge people hold when they work collectively often reveals how personal perspective shapes our participation in collective efforts. I believe the sensitivity and straight forward approach I take to help align and unite diverse teams allows me to effectively translate intention into actionable steps.

In speaking with my neighbors and residents throughout the city, I have found that its human nature in our culture to be really good at and clear about expressing what we don't like about a matter. Engaging around shared areas of concern has helped me to strengthen my ability to help people shift their focus from their concerns long enough to formulate valuable solutions to their concerns and encourage them to take personal accountability by getting involved to take action toward resolving their concerns. I would like to use my ability to galvanize a diverse set of ideas, prioritize them and gain consensus for action steps needed to accomplish goals to increase Tacoma residents' engagement with achieving the five key focus areas of the Tacoma 2025 strategic plan.

One of the ways I planned to assist with this was to have one podcast episode focused around the authorized encampment at 36h and Pacific. This encampment is near my home and several neighbors expressed concerns about it. I invited Caleb Carbone from the City of Tacoma Neighborhood Services team to be on my panel along with a previously unhoused person who has housing now, a social services worker who serves the unhoused and a local resident who has witnessed the changes in our neighborhood over the past 10 years. My plan was to have a targeted conversation about the intended outcomes for the encampment and how they would be tracked. I wanted the panelists to speak to how the encampment either addresses or misses their concerns. Then, collectively come up with one action step or positive theme to hold on to after we completed the conversation. Unfortunately, it stormed so badly on the night we planned to stream the episode that technical disruptions prevented us from having the conversation. I have not been able to reschedule the conversation yet, but I do plan to have it in the future.

Finally, I am the person within my group of friends and colleagues who tells them the unique gift they bring into my life because it helps me to get stronger in an area that doesn't come naturally for me that I want to improve. I celebrate diversity in every area of my life. I am not afraid of it because I am convinced that understanding someone else's perspective doesn't negate my own thoughts about a matter. Though it does help and challenge me to be more thorough with my problem-solving efforts.

Question 3 *

Please share any professional and/or community activities, including boards and commissions experience

My volunteer activities are listed below. Additionally, I applied to be part of Tacoma Core Coordinating team in 2021 and recently completed screening to volunteer at the Tacoma Rescue Mission. The majority of my volunteer experience occurred in King County because many of my connections are there and I lived in Renton and Kent before moving to Tacoma.

- Fisher Radio Seattle Scholarship Board – I recruited and interviewed candidates for Fisher's scholarship for minority college students. I also served on the selection committee to award scholarships to recipients.
 - Partnership for Youth Justice – I was on the diversion team and sentenced first time youth offenders to diversion programs instead of court.
 - Seattle Girls School – I served as a mentor to one of the students.
 - Choose 180 (Formerly the 180 Program) – I facilitated conversations between young girls who had committed misdemeanor crimes. Upon completion of the 5-hour long program, the misdemeanors were removed from their records.
 - Community Passageways – I continued facilitating conversations for youth offenders, participated in healing circles and developed curriculum to be used for training.
 - WideOrbit Balance & Belonging Team – This was the company's first venture into creating DEI initiatives. I helped create the team, was the co-lead for communications and marketing, developed and helped maintain our internal Wiki site and advocated to have the From Privilege to Progress team speak at the company. This culminated in me facilitating the company's first conversation on race in which more than 400 people attended.
 - Miricle Friends – I was a phone-based friend to an unhoused person. Once I was assigned to someone, we spoke on a weekly basis about what was going on in our lives.
-

Question 4 *

List any experience that would assist you in serving on the City Council

I enjoy and thrive in team environments whether I am an individual contributor or leading a team. Previously, as a Software Implementation Manager at WideOrbit & currently, as a Program Manager at Placements.io, I have traveled all over the world using my facilitation, listening and follow-through skills to help solve problems for enterprise-wide software implementations. I believe the experience and skills I have developed, including my knowledge of program management, fiscal accountability and project management will be enormously helpful to serving on the city council. Even more helpful to my role on the council will be my ability to communicate, listen actively, follow through, and demonstrate strong emotional intelligence and leadership skills. I have found that these skills, often labeled 'soft skills', are actually the ones that result in the most positively impactful outcomes. I believe these skills should be rebranded as critical skills. They are the difference between someone knowing a lot of information and someone knowing how to effectively use the information they have to accomplish shared goals. There is a huge difference, and soft skills bridge the gap between our differences.

Additionally, I believe in creating or becoming what I would like to see. When I noticed that a few more minutes of meaningful conversation could reveal common ground, I started my podcast, 'A Conversation Peace', to demonstrate that we are much more alike than different and to hopefully be a catalyst for people to be open to hearing opposing perspectives. One of my show panels included a Jewish Rabbi, a Muslim Imam, and a Christian Pastor sharing ideas about how they were coping with and encouraging the people in their places of worship to cope with COVID and the social unrest brought on from George Floyd's murder. It was amazing to see how similar their recommendations were and implement some of them into my own life.

I also created City Prayers in which I asked my personal social media community to join me in praying for Tacoma and Memphis (my original hometown). I held separate calls for each city and we prayed once a week for 10 minutes over 10 weeks. Though I am a Christian, the calls were open to anyone to join and pray for these cities. We prayed specifically for the leaders in these cities, reduction in crime and substance abuse, for the emotional health of emergency responders and for mental and physical healthcare workers to be encouraged in the very important work they do.

I would love to keep exploring ideas to use all of my skills to serve my fellow Tacoma citizens on the City Council.

Question 5 *

Indicate any activities you are involved with that may present a conflict of interest with appointment to the City Council.

I am not aware of any conflicts of interest.

Question 6 *

List any and all elected and/or public offices you have held (Provide dates)

None.

Question 7 *

Is there anything additional you wish to share?

It is my sincere desire to serve the citizens of Tacoma in a way that helps us realize that we have what we need to improve our city. In listening to people talk about their concerns around our city, I hear them mention crime, the unhoused population and drug use as their top 3 concerns. Typically, people have made their minds up about how to address these issues prior to deeper conversations around these topics. Then, when we do get the opportunity to exchange ideas and share experiences, people move closer to consensus about possible action steps.

I experienced this most prevalently after facilitating an episode of A Conversation Peace that included a conservative Republican and a liberal Democrat as guests. They both acknowledged how they agreed on much more than they thought they would prior to the call. Though the guests on that episode do not live in Tacoma, I believe the method of that type of facilitation would be most helpful for us. If we can have more conversations like that and highlight the successes Tacoma has made related to the authorized encampments and decrease in violent crime through effective policing strategies – we will be able to galvanize our community and get people involved with developing solutions.

Footage from previous episodes of A Conversation Peace are found here: <https://fb.watch/sUueZ4tBez/>

My personal website address is www.sharondawebb.com

Availability and Confirmation**Known Relationships**

Are you related to any elected City official or City employee?

No

How did you hear about this opportunity? *

Friend or Co-Worker

Interview Availability *

Applicants may be asked to attend an in-person interview with the City Council; these interviews are tentatively scheduled for July 9, 2024, at 6:00 p.m. following the Council Business meeting. Virtual interviews will not be available. If selected to interview, are available on this date?

Yes

Confirmation *

I confirm that I am a City resident for the past two years and District No. 4 resident for the past one year, and a qualified elector.

TRUE

[Submitted and signed via SmartSheet]

Signature

6/24/2024 10:12:00 AM

Date

Letter: Yes

Resume: Yes

Sharonda Webb

Phone: [REDACTED]

Summary of Qualifications

- Exceptional leadership and communication skills.
- Expert implementation, project, program, and change management professional.
- Superior ability to create strategic alignment between senior leadership and front-line employees.
- Talented manager capable of building and developing strong, self-organizing teams.
- Strong ability to identify root problems, brainstorm, gain consensus and implement effective solutions.
- Skillful understanding of Waterfall and Agile project management methodologies as well as execution of Agile within Scrum, Kanban, and SAFe Agile Framework.
- Experienced with developing and documenting end-to-end workflows and SOPs.
- Skilled with driving SaaS and On-Premise, enterprise-wide software implementations with complex integration requirements.
- Proven ability to collaborate cross departmentally to establish and consistently improve operations.
- Accomplished with curriculum development, training, and facilitation.
- Highly capable of assessing operational systems and creating efficient, supportive infrastructures.
- Knowledgeable of project scheduling, finance, resource and capacity planning and reporting.

Professional Experience

Placements.io, Seattle, WA January 2023 – Present

Program Manager, Placements.io, January 2023 to Present

- Serve as Project and Program Manager for multiple client projects and internal team projects designed to continuously increase operational efficiency.
- Proposed, created, and currently maintain a Professional Services team website that improves organizational efficiency by providing access to internal resources, SOPs, and onboarding activities.
- Collaborate cross departmentally to define, create and execute handoff documentation and procedures for clients transitioning from implementation to account management and general support.
- Develop and consistently refine a post implementation survey that is sent to all clients to gather feedback that will be used to establish and monitor company NPS and CSAT scores.
- Coordinate with Solutions Consultants, Product and Engineering to facilitate collaboration and clear communication to assure client requested new features and bug fixes are prioritized and completed.

CommonSpirit Health, Phoenix, AZ December 2020 – October 2022

System Manager, ITD Product Implementation, CommonSpirit Health, September 2021 to October 2022

- Trained, developed, and provided leadership for a team of 8 to 10 Product Implementation Managers serving as project and program managers Digital Transformation projects affecting 43 hospitals and 238 clinics. Projects included Provider Data, Virtual Scheduling, and Virtual Registration.
- Created implementation standards, departmental infrastructure processes, and documentation to address identified gaps in intradepartmental and cross departmental operations.
- Designed and implemented team procedures and reporting that fulfilled portfolio tracking requirements.
- Created roadmap and capacity reports for resource allocation planning based on project demand.

Implementation Lead, CommonSpirit Health, December 2020 to September 2021

- Provided day-to-day and strategic leadership for a team of Implementation Project Managers.
- Advocated for the implementation team's training and orientation needs and facilitated team training sessions for new internal procedures and/or new software launch initiatives.
- Collaborated with support and development teams to build solid operational readiness processes.
- Served as point of contact for high priority risk and issue escalation.

Sharonda Webb

Phone: [REDACTED]

Professional Experience Continued

WideOrbit Inc., San Francisco, CA June 2007 – December 2020

Director, Implementation – WO Traffic, WideOrbit Inc., February 2020 to December 2020

- Provided leadership and oversight for a team of Implementation Professionals, Professional Services Consultants and Project Managers with professional services revenues of \$10 - \$15 million annually.
- Guided the design of implementation management, professional services, and project management methodology to facilitate the successful delivery of projects.
- Generated timelines, estimated costs, and ensured projects met the needs of the client organization.
- Managed interdependencies and coordination across projects to ensure that information relating to project deliverables, risks and issues were effectively communicated between stakeholders and key performance indicators were monitored and evaluated.
- Served as liaison between product management, operations, and integration teams to develop internal SharePoint content and create training processes that were used to deliver client training for new features.

Implementation Team Manager, WideOrbit Inc., September 2014 to January 2020


- Managed, trained, and developed a team of 5 to 7 Implementation Specialist professionals who completed 15 to 20 large-scale, enterprise-wide implementations annually affecting from 20 to 3000 end users.
- Provided project management oversight for SaaS and On-Premise software installations.
- Worked with cross-functional teams to develop project scope, requirements, identify risks, estimate resources, execute planned activities, and validate outcomes.
- Acted as the subject matter expert (SME) for integration between WideOrbit software systems and multiple external vendors. Collaborated with vendors to develop standard integration procedures.

Implementation Specialist, WideOrbit Inc., June 2007 to September 2014

- Consistently received outstanding customer performance reviews for delivering onsite and remote training on national and international implementations.
- After completing several highly successful implementations, was selected to design curriculum and deliver 7-week long training classes for new hires as well as shorter, targeted refresher courses for existing employees.
- Chosen to be the lead trainer for large-scale clients with over \$100 million in annual revenue.
- Facilitated database configuration and executed project timelines to meet data entry and live date deadlines.

Education & Skills Training

- Certified Project Management Professional (PMP), Project Management Institute
- Bachelor of Arts in Organizational Behavior, Seattle Pacific University, Seattle, WA, *magna cum laude*
- Knowledgeable of Portfolio and Resource Management (PRM) software, Azure DevOps, Google Workspace, MS Dynamics, MS Office Suite, Salesforce, Smartsheet, Power BI and Lucidchart.



June 22, 2024

Dear City Council Members,

Thank you for taking the time to read my application materials. I've been a public servant my entire life and would love the opportunity to serve in a new role for the residents of District 4.

I moved to Tacoma in 2020 and immediately fell in love with the City. My first home was in McKinley Hill, and being able to walk to the business district to grab a cup of coffee at Lux or a bite to eat at Dusty's was such a treat. When the pandemic hit, I started to feel isolated (as many others did) and began searching for a way to get involved with my community. In the fall of 2020, I applied and was selected to be a Climate Ambassador for the City's Climate Justice Plan. This partnership between the City and Communities for a Healthy Bay was my first glimpse into the work that Tacoma puts in for its residents. This role gave me the opportunity to speak with others about climate change and help determine what areas the City should focus on first.

When the Climate Ambassador program ended, I was able to join the McKinley Hill Neighborhood Planning Committee in early 2022. This Committee met once a month with City staff and Council Member Ushka to discuss ways to improve our neighborhood. During the 18+ months I spent with the Committee, I was able to participate in neighborhood walks, community clean-ups, mural paintings, and more. I learned so much about the Eastside's history and resilience and was incredibly proud to be a part of the improvements that we are still seeing come out of the group.

In my professional life, I work for the City of University Place as their Permit Manager. I communicate closely with the public to ensure that their projects are completed in a timely manner. I also have to collaborate with other departments to make sure we are providing the best customer service possible. Prior to this role, I spent almost 10 years working for a couple different fire departments in the San Francisco Bay Area. My last position before I moved to Washington was as a Fire Inspector, where I was responsible for inspecting new construction as well as conducting fire investigations. I was the Project Manager for our implementation of Accela permitting software, which Tacoma also uses.

I believe my combination of personal & professional experience would make me a great candidate to represent District 4. I understand that replacing someone like Catherine, who so many consider to be irreplaceable, is a true privilege. I would be honored to have a chance to meet with the Council to discuss further and help determine if I would be a good fit.

Respectfully,

Lindsay Wills



Application Form Tacoma City Council District No. 4

Received 6/23/2024
2:33:00 PM

Please return your completed application form, cover letter, and résumé to the City Clerk's Office no later than 12:00 Noon on Monday, June 24, 2024. You may submit your application materials by:

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By e-mail to: cityclerk@cityoftacoma.org

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NOTE: This document and any attachments are subject to public disclosure. Certain information is exempt. See RCW 42.56 for state law regarding public records and certain records that are exempt from public disclosure.

Contact Information and Qualifications

* Indicates a response is required.

First Name * Lindsay

Last Name * Wills

Email * [REDACTED]

Preferred Phone Number * [REDACTED]

Current Residential Street Address *

To be eligible to serve as a City Council Member you must be a resident of the City of Tacoma. Include City and Zip Code. Not a PO Box.

[REDACTED]

Residency Requirement *

Were you a resident of the City of Tacoma for two years immediately preceding filing this application for the City Council?
Yes

District Residency Requirement *

Were you a resident of Council District No. 4 for one year immediately preceding filing this application for the City Council?
Yes

Where did you reside? * (List addresses and dates of residence)

1. [REDACTED]

2. _____

3. _____

Are you a qualified elector? *

Do you have the ability to register to vote?
Yes

Demographic Information

What is your age?

25-40 years

Occupation (If retired, please indicate former occupation or profession)

Permit Manager

Education

Bachelor's, Business Administration, DeVry University

Military History

Are you, or have you been, a member of the United States Armed Forces?

No

Ethnicity

The City of Tacoma promotes cultural and ethnic diversity on citizen committees, boards, commissions, and authorities. Information in this section will assist in achieving this goal, and is voluntary.

White

Questions

Question 1 *

Why are you interested in serving on the City Council, and are there specific areas of city government you would like to explore or address?

I am interested in serving on the City Council because I want to make people's lives better. The Eastside is an underserved community and I would love the opportunity to improve the day-to-day experiences of our residents. In particular, I would like to explore the current permitting & inspection process to see if there are any opportunities to improve the experience for small businesses. As a government employee myself, I would also want to meet with City staff to learn about the working environment and make sure people are happy to be at work. In my experience, government agencies often have too many management positions, so I would be curious to explore the City's organizational structure as well.

Question 2 *

How do you hold diversity as a value, and how will you bring that to your role on the City Council?

I am originally from the San Francisco Bay Area, which is an incredibly diverse area. I grew up with friends from Tonga, the Philippines, Korea, and many more countries. When I moved to Washington, one of the first things I noticed was the difference in diversity compared to the Bay Area. I also spent the majority of my childhood below the poverty line. My mom was a single parent who struggled to make ends meet and we were homeless for many years, living in motels and shelters. So I have a unique perspective that I would bring to my role on the City Council. My experiences allow me to connect and understand with people from all walks of life.

Question 3 *

Please share any professional and/or community activities, including boards and commissions experience

I served as a Climate Ambassador for the City's Climate Justice Plan in 2021 and was on the McKinley Hill Neighborhood Planning Committee in 2022. I was appointed Secretary of the San Mateo County Fire Prevention Officers Association in 2018 and held this role until I moved to Washington in 2019.

Question 4 *

List any experience that would assist you in serving on the City Council

I've been a public servant for over a decade so I have extensive experience working with the public. I am an effective communicator and can stay calm when speaking with upset people. I have experience working with municipal budgets and understand how a City operates on a day-to-day basis. My entire career has been spent learning different codes and ordinances in order to explain them in a way that an everyday person can understand.

Question 5 *

Indicate any activities you are involved with that may present a conflict of interest with appointment to the City Council.

N/A

Question 6 *

List any and all elected and/or public offices you have held (Provide dates)

N/A

Question 7 *

Is there anything additional you wish to share?

I'm just a regular person who loves Tacoma. I'm passionate about supporting local businesses and always contribute to GoFundMe campaigns when new places are starting up. I also run an Instagram account where I give away gift cards or merchandise from small businesses in Tacoma. I often wonder if one person can actually make an impact in the world and I'm trying to see if it's possible. I've only lived in District 4 and I appreciate the resilience of the community. There are a lot of issues we deal with and while I won't pretend to have a solution for everything, I do believe my life experience gives me a unique perspective and empathy that others might not have. I would love the opportunity to meet the Council and see if I'm a good fit.

Availability and Confirmation

Known Relationships

Are you related to any elected City official or City employee?

No

How did you hear about this opportunity? *

City of Tacoma Website/Social Media

Interview Availability *

Applicants may be asked to attend an in-person interview with the City Council; these interviews are tentatively scheduled for July 9, 2024, at 6:00 p.m. following the Council Business meeting. Virtual interviews will not be available. If selected to interview, are available on this date?

Yes

Confirmation *

I confirm that I am a City resident for the past two years and District No. 4 resident for the past one year, and a qualified elector.

TRUE

[Submitted and signed via SmartSheet]

Signature

6/23/2024 2:33:00 PM

Date

Letter: Yes

Resume: Yes

Lindsay Wills



Experience

City of University Place – University Place, WA

Permit Manager, January 2021 - Present

- Prioritize incoming permitting projects and coordinate completion of work with internal and external agencies
- Manage ongoing permit tracking software implementation project; serve as Administrator for back end support
- Ensure department compliance with current codes & procedures; advise Director on any changes needed
- Develop working relationships across departments and with the community we serve
- Provide mentorship and guidance to staff; assist with more complex or sensitive issues that arise

Permit Specialist, January 2020 – January 2021

- Review online permit applications and plans for accuracy and completeness before processing
- Provide excellent customer service at the permit counter
- Research parcels to determine zoning setbacks and critical areas
- Respond to public inquires regarding local codes and ordinances

Menlo Park Fire Protection District – Menlo Park, CA

Fire Inspector, December 2015 – March 2019

- Performed fire and life safety inspections for new construction and existing buildings
- Served as Project Manager for Implementation of online permitting software for the department
- Investigated complaints and determined whether fire code violations exist
- Worked with contractors, owners, architects, and City Officials to complete projects

Menlo Park Fire Protection District – Menlo Park, CA

Fire Prevention Coordinator, May 2013 – December 2015

- Processed permit applications for fire review; ensured applications and plans are complete and collected fees
- Issued annual hazardous materials permits & maintained business database
- Responded to written and verbal public inquiries about Fire Code requirements
- Wrote analytic staff reports and letters

City of Daly City – Daly City, CA

Office Assistant, Fire Prevention Bureau, October 2010 – May 2013

- Prepared monthly reports for executive staff members & Fire Marshal
- Created Fire Alarm permits using online EnerGov software
- Maintained database of licensed contractors permitted to perform work within City limits
- Responded to inquiries from the public and neighboring agencies

Education

DeVry University – Daly City, CA

Bachelor of Science, Business Administration

June 22, 2024

Greetings, Tacoma City Council!

As I submit this application for appointment to District Four of the Tacoma City Council, I am acutely aware of the palpable emptiness of the office and the emotional weight of our loss. I feel fortunate to have collaborated with Councilmember Ushka over the years in community efforts, and she was also a treasured friend. I know that no one can fill her shoes. However, as this opportunity has arisen, something inside of me has compelled me to step forward. If I am chosen for this role, I hope to continue working in the same spirit that Catherine embodied while in service to our district.

I have been a resident of District Four since 2002. I raised my family in the Whitman neighborhood, and we were nearly immediately immersed in the community. One of my first interactions with city government was to initiate a petition for a traffic circle in my intersection. Living across the street from an elementary school, I recognized the significant safety hazard posed by speeding traffic and wanted to do something about it. As I went door to door a block in each direction from the intersection, I met numerous neighbors for the first time. That traffic circle was installed, and soon afterwards, we came together as neighbors to plant it full of flowers. This first project remains a symbol for me of the possibility for ANY citizen to impact community by being inquisitive and assertive about the needs of the community, in communication with city staff/elected officials.

In 2004, I obtained my real estate license. The skills that I have gained in this profession include deep visual knowledge of Tacoma neighborhoods (streets, homes, business districts, etc.), architecture, and history. I have considerable direct experience with affordability issues, including property values, interest rates, and taxation. This includes ongoing work with lenders, title/escrow companies and local/county/state offices and departments. I have a limited scope of practice in specific areas of the law, which includes contracts, federal/state law, municipal codes, zoning, and land use. And the experience I consider the most important: The relationships I have built with clients - and in search of answers to questions on their behalf over the years - meeting countless neighbors, vendors, colleagues, city and county staff, and elected officials. The practice of real estate has given me insights into concerns regarding livability, economic disparities, equity, education, historic preservation and more.

This, combined with my residency in District Four over the last 22 years, has familiarized me with how the city of Tacoma (and its people) operates. It began with my interest in advocacy for the Whitman neighborhood – holding meetings, listening to neighbors' concerns, learning the art of conflict resolution, directing people to city departments (311 didn't exist back then) for their respective needs, organizing National Night Out parties/other events, and later, growing online groups in an administrative capacity. All of these activities precipitated learning (sometimes on a steep curve) about the ups and downs of leadership.

Over time, my interest evolved into advocating for the greater Lincoln area, with a focus on the bigger picture. I began to serve on committees, boards and nonprofits. Entering the BA program in Urban Studies at UW Tacoma (with a minor in Law and Policy) added to my knowledge base and skillset to enact change in my community. This further fueled my desire for involvement. I also interned in two city departments during my time as a student. Since obtaining my degree, I have also gained experience with consultancy in community development, which has included facilitation for community groups, grant writing, and strategic planning.

In closing, I feel that the length of my residency and depth of involvement in District Four, combined with my professional experience, qualifies me well for this position. Besides the opportunity to serve my city in a new capacity, I am excited about the possibility of gaining new firsthand experience with law, policymaking, and community development, as these are passions which were ignited within me while living in the City of Tacoma.

With great respect,

Leslie E. Young



Application Form Tacoma City Council District No. 4

Received 6/23/2024
11:57:00 PM

Please return your completed application form, cover letter, and résumé to the City Clerk's Office no later than 12:00 Noon on Monday, June 24, 2024. You may submit your application materials by:

Mail or hand deliver to: Attn: City Clerk's Office, c/o Customer Support Center, Tacoma Municipal Building,
747 Market Street, Second Floor, Tacoma, WA 98402

By e-mail to: cityclerk@cityoftacoma.org

The City of Tacoma is an Equal Opportunity Employer and values diversity in its workplace. Applicants are considered for positions without regard to race, color, religion, sex, national origin, ancestry, age, marital or veteran status, disability, sexual orientation, gender identity, or any other basis prohibited by federal, state and local laws.

If you need an accommodation in the application process or if you have questions, please call the City Clerk's Office at (253) 591-5505. People with hearing or speech impairments may contact us through Washington Relay Services: 1-800-833-6388 (TTY or ASCII), 1-800-833-6386 (VCO), or 1-877-833-6341 (STS).

NOTE: This document and any attachments are subject to public disclosure. Certain information is exempt. See RCW 42.56 for state law regarding public records and certain records that are exempt from public disclosure.

Contact Information and Qualifications

* Indicates a response is required.

First Name * Leslie

Last Name * Young

Email * [REDACTED]

Preferred Phone Number * [REDACTED]

Current Residential Street Address *

To be eligible to serve as a City Council Member you must be a resident of the City of Tacoma. Include City and Zip Code. Not a PO Box.

[REDACTED]

Residency Requirement *

Were you a resident of the City of Tacoma for two years immediately preceding filing this application for the City Council?
Yes

District Residency Requirement *

Were you a resident of Council District No. 4 for one year immediately preceding filing this application for the City Council?
Yes

Where did you reside? * (List addresses and dates of residence)

1. [REDACTED]

2. _____

3. _____

Are you a qualified elector? *

Do you have the ability to register to vote?
Yes

Demographic Information

What is your age?

41-64 years

Occupation (If retired, please indicate former occupation or profession)

Real Estate Broker, Community Development Consultant

Education

BA, Urban Studies (Minor, Law and Policy), UW Tacoma

Military History

Are you, or have you been, a member of the United States Armed Forces?

No

Ethnicity

The City of Tacoma promotes cultural and ethnic diversity on citizen committees, boards, commissions, and authorities. Information in this section will assist in achieving this goal, and is voluntary.

White

Questions

Question 1 *

Why are you interested in serving on the City Council, and are there specific areas of city government you would like to explore or address?

I would simply love to expand my ability to serve our community. This would be a new way for me to do that and I know that it would stretch and grow me as a person and as a community leader. I know that I still have much to learn about how government operates - this is a great opportunity to expand my knowledge and to learn new areas of law and policy. My specific interests are varied and numerous, but I would say that my passions are focused on community development, small business, equity and inclusion, housing, architecture and historic preservation.

Question 2 *

How do you hold diversity as a value, and how will you bring that to your role on the City Council?

Diversity is a value I have held close to my heart since a very young age. Differences are what make us interesting. All cultures have much to offer. My closest neighborhood friends as a child were immigrants, and their perspective was one which deeply informed my life and which became very important to me as I grew up. At age 17, because of this family, I was able to travel overseas to Taiwan, which turned my entire life upside down - as I found myself a minority there - this perspective changed everything for me. I seek difference and "the other" in my life, as I find that I have much to learn from it.

I have lived in a number of diverse communities. Living in the Lincoln District has taught me so much. To me, diversity means so many things, as it extends to areas of economy, culture, ethnicity, and so often involves exclusion, misunderstanding, assumption and ignorance. To me, diversity is a precious asset which is under attack by elements of our society. Social and cultural capital is something that is embodied in people and culture and it holds so much value for humanity, yet our Western economy doesn't yet know how to measure it well. I am fascinated by a society like Indonesia, that has a Happiness Index. I researched and wrote my capstone project about immigrant business districts and their specific needs.

Question 3 *

Please share any professional and/or community activities, including boards and commissions experience

PROFESSIONAL:

Customer Service, 40 years

Real Estate Broker, 20 years

Community Development Consultant, 10 years

COMMUNITY:

Whitman Area Neighbors Co-Leader, 2004-Present

Whitman PTSA VP/Fundraising Chair, 2005-2007

Board Trustee, Historic Tacoma, 2006 - 2008

"Talking Trash" (strategic planning for solid waste in neighborhood business districts)
Citizens Neighborhood Street Improvement and Safety Task Force (street/sidewalk strategy)
Lincoln Steering Committee (a strategic committee for improvement of the Lincoln area)
Tacoma 2025, now 2035 (long-range strategic planning for the city of Tacoma)
(more community service is also detailed in my resume)

INTERNSHIPS:

Community and Economic Development (Neighborhood Business District program, 6 mos.)

Planning and Development Services (Long Range Planning, 6 mos.)

Beyond my responsibilities as an intern, I had my own goals to explore both departments in the context of organizational management/development. In addition, I attempted to learn about how, organizationally, Tacoma compared to other cities similar in size, in terms of governance style, initiatives, and public communication.

(details of tasks performed during my internships are also detailed in my resume)

Question 4 *

List any experience that would assist you in serving on the City Council

Knowledge and experiential base specific to residential real estate practice, and some knowledge related to commercial real estate practice

Customer Service/Client Relationships, 40+ years

Consultant (part-time) in Grant Writing, Group Facilitation, Board Strategy/Retreats

Neighborhood and Small Business Advocacy

Volunteer work in my kids' schools (Whitman, Giadrone, Foss)

Various Committee Work (see Question 3)

Question 5 *

Indicate any activities you are involved with that may present a conflict of interest with appointment to the City Council.

Tacoma 2025(35) Committee

Other than that, nothing specifically that I can think of, but would probably step back from managing some community involvement/advocacy or at least draw strict boundaries between those and Council responsibilities/role. My real estate practice and consulting work have both been somewhat on hiatus during the last couple of years due to managing my family's estate affairs, so I will likely refer new and potentially some returning clients to other colleagues in the field."

Question 6 *

List any and all elected and/or public offices you have held (Provide dates)

None

Question 7 *

Is there anything additional you wish to share?

In my cover letter, I shared my most important thoughts regarding my community, public service, and why I desire to serve District Four. I don't have much to add about this, with one exception: I have been feeling for a couple of years (perhaps brought on during the pandemic and internal reflection during that time) that I have been at a crossroads in my professional life. I have been wanting a new challenge, but wasn't yet sure what it would be, nor what I wanted it to be. While I feel qualified for this position, it is also a big step out of my comfort zone. The timing of this opportunity, while unfortunate for reasons already detailed, seems to have presented itself at a time in my own life that I simply haven't been able to ignore.

Availability and Confirmation

Known Relationships

Are you related to any elected City official or City employee?

No

How did you hear about this opportunity? *

Other

Knew Councilmember Ushka well

Application-merge

Interview Availability *

Applicants may be asked to attend an in-person interview with the City Council; these interviews are tentatively scheduled for July 9, 2024, at 6:00 p.m. following the Council Business meeting. Virtual interviews will not be available. If selected to interview, are available on this date?

Yes

Confirmation *

I confirm that I am a City resident for the past two years and District No. 4 resident for the past one year, and a qualified elector.

TRUE

[Submitted and signed via SmartSheet]

Signature

6/23/2024 11:57:00 PM

Date

Letter: Yes

Resume: Yes

LESLIE ELIZABETH YOUNG

Education	UNIVERSITY OF WASHINGTON, TACOMA Bachelor of Arts in Urban Studies, Minor in Law and Policy, August 2014 <ul style="list-style-type: none">• Recipient, Erling O. Mork and Ryan Petty Scholarship in Urban Studies, 2012• Recipient,	Tacoma, WA
	UNIV. OF WASHINGTON, KEY BANK PROFESSIONAL DEVELOPMENT CENTER Certificate in Commercial Real Estate, 2006	Tacoma, WA
Experience 2004-present	REAL ESTATE BROKER <i>Better Properties North Proctor, 2014- present; John L. Scott Tacoma North, 2004-2014</i> <ul style="list-style-type: none">• Specialize in residential buyer/seller representation, with deep expertise in Tacoma neighborhoods and helping home buyers achieve their real estate goals within realistic budgets• Strong track record of referral business from past clients and community members, with more than 80% of clients coming from referrals• Experience managing short sales, lender-owned properties, and online property auctions	Tacoma, WA
Experience April 2013- August 2013	CITY OF TACOMA <i>Intern, Planning and Development Services (Long-Range Planning)</i> <ul style="list-style-type: none">• Conducted research for Tacoma's Comprehensive Plan update• Edited and created new document for department's Annual Amendment process• Contributed to the development of a new city zoning brochure aimed at public education• Attended Planning Commission and other outside agency meetings	
Experience Jan. 2011- June 2011	CITY OF TACOMA <i>Intern, Community and Economic Development Department</i> <ul style="list-style-type: none">• Conducted streetscape amenities survey in three business districts, mapping and analyzing realities and needs for the city's Neighborhood Business District Program• Researched and wrote two reports on international business districts with a focus on Vietnamese business districts	Tacoma, WA
2006-2008	CATERING BY STEVE KING <i>Assistant to Owner</i> <ul style="list-style-type: none">• Gained event management experience for functions from 10 to 350 people, working closely with owner on every aspect from concept and menu design to execution within budget• Tasked with client communication, including serving as day-of-event point person	University Place, WA
Community Leadership Feb. 2013- 2016	LINCOLN (BUSINESS) DISTRICT STEERING COMMITTEE <i>Co-Chair</i> <ul style="list-style-type: none">• Co-Led 14-member committee tasked with identifying and prioritizing community and business district needs, setting benchmarks, and developing action plan to achieve goals	Tacoma, WA
June 2012- Sept. 2012	CITIZENS NEIGHBORHOOD STREET IMPROVEMENT & SAFETY TASK FORCE <i>Chair</i> <ul style="list-style-type: none">• Chair of 25-member committee charged with advising city on street and safety improvement and accountability, transparency, and oversight in street maintenance	Tacoma, WA
Additional Community Service	<ul style="list-style-type: none">• Member, Tacoma 2025 (now 2035) Advisory Committee, 2015- present• Member, Lincoln District Stewardship Committee, 2019• Delegate for City of Tacoma, All America Cities Conference, National Civic League, 2018	

- Facilitation/Outreach, East Tacoma Collaborative, 2017 - 2018
- Participant and Advisor, Pierce County Foreclosure Roundtable, 2015 - 2016
- Panelist, Conversations Re: Tacoma, 2015
- Mentor/Volunteer, Lincoln HS Football Team, 2012-2017
- Trustee, Historic Tacoma, 2006 - 2008
- VP/Fundraising Chair, Whitman Elementary School PTSA, 2005 – 2007
- Co-Leader, Whitman Area Neighbors, 2004 – present

**Consulting
Clients**

- Grant Analyst/Writer, Credit Union Strategic Planning, 2014 and 2023
- Facilitator, Salishan (Management Trust) board retreat, 2017
- Business Coach, Spaceworks, 2017
- Facilitator, New Tacoma Neighborhood Council retreats, 2013 and 2014

**Community
Awards**

- Director's Award for Service to the Community, UW Tacoma Urban Studies Program, 2013

References will be provided upon request

The following application was received after the June 24, 2024, Noon deadline.

Rick Talbert



June 24, 2024

Dear Council Members,

I am writing to express my interest in the appointment to the position of District 4 City Council Member. As a lifelong resident of the Eastside and Council District 4, I have a deep-rooted commitment to this community. My extensive experience in public policy, combined with my dedication to serving our community, makes me a strong candidate for this position.

Throughout my career, I have actively engaged in public service, beginning with my involvement in the inaugural neighborhood council. I have served two terms on the city council and two terms on the Pierce County Council, where I focused on policy development and implementation. These experiences have equipped me with the skills and knowledge necessary to address the challenges our community faces and to contribute effectively to the City Council.

I am eager to bring my expertise and passion for public service to the City Council. Thank you for considering my application. I look forward to the opportunity to discuss how my background and skills align with the goals of our city.

Sincerely,

Rick Talbert



Application Form Tacoma City Council District No. 4

Received 6/24/2024
12:52:00 PM

Please return your completed application form, cover letter, and résumé to the City Clerk's Office no later than 12:00 Noon on Monday, June 24, 2024. You may submit your application materials by:

Mail or hand deliver to: Attn: City Clerk's Office, c/o Customer Support Center, Tacoma Municipal Building,
747 Market Street, Second Floor, Tacoma, WA 98402

By e-mail to: cityclerk@cityoftacoma.org

The City of Tacoma is an Equal Opportunity Employer and values diversity in its workplace. Applicants are considered for positions without regard to race, color, religion, sex, national origin, ancestry, age, marital or veteran status, disability, sexual orientation, gender identity, or any other basis prohibited by federal, state and local laws.

If you need an accommodation in the application process or if you have questions, please call the City Clerk's Office at (253) 591-5505. People with hearing or speech impairments may contact us through Washington Relay Services: 1-800-833-6388 (TTY or ASCII), 1-800-833-6386 (VCO), or 1-877-833-6341 (STS).

NOTE: This document and any attachments are subject to public disclosure. Certain information is exempt. See RCW 42.56 for state law regarding public records and certain records that are exempt from public disclosure.

Contact Information and Qualifications

* Indicates a response is required.

First Name * Rick

Last Name * Talbert

Email * [REDACTED]

Preferred Phone Number * [REDACTED]

Current Residential Street Address *

To be eligible to serve as a City Council Member you must be a resident of the City of Tacoma. Include City and Zip Code. Not a PO Box.

[REDACTED]

Residency Requirement *

Were you a resident of the City of Tacoma for two years immediately preceding filing this application for the City Council?
Yes

District Residency Requirement *

Were you a resident of Council District No. 4 for one year immediately preceding filing this application for the City Council?
Yes

Where did you reside? * (List addresses and dates of residence)

1. [REDACTED]

2. _____

3. _____

Are you a qualified elector? *

Do you have the ability to register to vote?
Yes

Demographic Information

What is your age?

41-64 years

Occupation (If retired, please indicate former occupation or profession)

Senior project advisor, Washington, State Auditors Office

Education

Bachelor of arts political science

Military History

Are you, or have you been, a member of the United States Armed Forces?

No

Ethnicity

The City of Tacoma promotes cultural and ethnic diversity on citizen committees, boards, commissions, and authorities. Information in this section will assist in achieving this goal, and is voluntary.

White

Questions

Question 1 *

Why are you interested in serving on the City Council, and are there specific areas of city government you would like to explore or address?

I have been a lifelong resident of the Eastside and Council District 4, where my parents, my brother and his family, and both of our children also reside.

In the early stages of my career, I became actively involved with the inaugural neighborhood council. Years later, I was elected to this council and served two terms. Subsequently, I was elected to the Pierce County Council, where I served two additional terms.

Throughout my professional life, I have dedicated myself to the field of public policy. I believe that the most effective work an elected representative can do is to thoroughly understand policy development and implementation. My focus for the remainder of this term, following in Ushka's tenure, will be on collaborating with fellow council members to adopt sound policies and take the necessary actions to advance our community and city.

Question 2 *

How do you hold diversity as a value, and how will you bring that to your role on the City Council?

I often share the story that I was not acutely aware of diversity until I entered college as a freshman and realized what a lack of diversity looks like. Growing up on the Eastside, every class I attended was a rich mixture of diverse cultures and ethnicities.

At 18 years old, I found myself in an environment where 90% of the people shared similar appearances and backgrounds. This stark contrast was a strange and uncomfortable experience.

My focus has always been on fairness. From a young age, I have been troubled by individuals who take advantage of others. I firmly believe that everyone should be afforded the same opportunities to succeed. When systems are designed to maintain the status quo, true fairness is unattainable. I believe that well-crafted public policy can address and rectify many of these systemic issues.

We should actively seek diversity at every opportunity. No great development occurs in isolation.

Question 3 *

Please share any professional and/or community activities, including boards and commissions experience

In addition to serving for two terms as the elected City Council member for this district and for two terms as the elected County Council member for this district, I also served for 16 years as a member of the Tacoma, Pierce County, Board of Health, and for 14 years as a member of the Pierce Transit board of commissioners.

I also was the founder and board chair for the Crystal Judson Family Justice Center for more than 12 years.

Question 4 *

List any experience that would assist you in serving on the City Council

As previously mentioned, I have served as the elected City Council member for this district.

I bring a lifetime of experience not only with this community and its residents but also through my professional dedication to addressing and finding solutions for many of the challenges we face.

I believe that my long-term residency in the district, combined with my professional experience, positions me well to continue the work of Councilmember Ushka until the next election, when the people will have the opportunity to select their next City Council member.

Question 5 *

Indicate any activities you are involved with that may present a conflict of interest with appointment to the City Council.

Tacoma city Council, January 2002 through December 2009

Pierce County Council, January 2011 through December 2018

Question 6 *

List any and all elected and/or public offices you have held (Provide dates)

I am very much looking forward to the opportunity to share additional information with the city Council.

Question 7 *

Is there anything additional you wish to share?

Availability and Confirmation

Known Relationships

Are you related to any elected City official or City employee?

Yes

Chelsea Talbert

How did you hear about this opportunity? *

Mayor or City Council Member

Interview Availability *

Applicants may be asked to attend an in-person interview with the City Council; these interviews are tentatively scheduled for July 9, 2024, at 6:00 p.m. following the Council Business meeting. Virtual interviews will not be available. If selected to interview, are available on this date?

Yes

Confirmation *

I confirm that I am a City resident for the past two years and District No. 4 resident for the past one year, and a qualified elector.

TRUE

[Submitted and signed via SmartSheet]

Signature

6/24/2024 12:52:00 PM

Date

Letter: Yes

Resume: Yes

Rick Talbert



Profile

Experienced public leader with a demonstrated history of working in government administration. Strong business development professional with proven expertise in:

- Program Management
- Leadership
- Community Outreach
- Public Speaking
- Fundraising
- Strategic Planning

State of Washington

Deputy State Auditor (2019-2023)

Senior Project Advisor (2023-Present)

Responsible for management of Operations and IT, Performance Audit, Communications, and Quality Assurance and Innovation.

Currently, I am overseeing the integration of emerging artificial intelligence tools within our office. This includes developing and implementing policies to ensure that our employees can effectively utilize and understand these technologies while protecting and securing our work. I have recently been appointed to the Washington State artificial intelligence task force.

Pierce County

Council Member (2011-2018)

Vice Chair: 2012-2013 & 2017-2018)

Elected in 2010 and re-elected in 2014. Responsible for representing the needs and concerns of the citizens of Pierce County. Develops and passes laws, sets County policy, adopts the County budget, oversees the conduct of performance audits and participates in commissions and task forces addressing local, regional and international issues. Served twice as Vice Chair of the County Council (elected by fellow members) even though represented the minority party.

Pierce County

Performance Auditor (2003-2010)

Planned and coordinated performance audits and other studies designed to improve the performance and accountability of Pierce County government. Additionally, responsible for developing a work plan for follow-up and insuring that the appropriate recommendations had been followed through on and carried out.

City of Tacoma

City Council Member (2002-2009)

Elected in 2001 and re-elected in 2005, served as a link between the residents of Tacoma and their municipal government. Enacted and amended city laws, adopted the budget and provided the guidance and direction for actions which affected the quality of life in the City of Tacoma. During this period served as Deputy Mayor and Chair of the Economic Development committee.

Pierce County

Council Member Assistant (1993- 2002)

Responsible for handling constituent concerns and issues and representing the council member in official meetings and public events. Responsible for policy research and the preparation and drafting of legislation.

Examples of Board and Committee Experience

Pierce Transit

Commissioner (2004-2018)

Policy board member for organization of more than 900 employees with an annual budget of over \$120 million. Provides local and regional transit service in Pierce County and the Puget Sound area.

Tacoma-Pierce County Health Department

Chairman of the Board (2002-2018)

Policy board member for organization of more than 300 employees with an annual budget of over \$35 million. Provides local and regional public health service in Pierce County.

Education

Bachelor's Degree, Political Science and Government,
Western Washington University