

MEMO



Date: January 7, 2026
To: Mayor Leatta Dahlhoff
City Councilmembers
From: Kelly Adams, Acting City Administrator
Re: Candidate Interviews for Council Position No. 1

Enclosed, please find the information and forms you will need to conduct the Council candidate interviews on Saturday, January 10, 2026.

Note the following enclosures:

1. Appointment Process
2. Interview Schedule
3. Applications which include the Voting History Report of Candidates
4. Interview Ranking Criteria

A Ranking Criteria sheet is provided for each candidate. *Please keep in mind that any notes written become public record.*

5. Interview Questions

All forms are public records. There will not be an Executive Session at the end of the interviews. There is only limited ability to discuss an applicant's qualifications in Executive Session. As a result, one has not been scheduled. Council may confer about the candidates in open session during the January 10 meeting and appoint a new Councilmember by formal motion. The Mayor may only vote to break a tie.

The newly appointed Councilmember for Position No. 1 will be sworn in at the January 20 meeting and will be seated for the Council meeting that follows.



Tumwater City Council Position No. 1

Appointment Process

The process of filling a vacant council position is broadly laid out in the RCW for code cities. It is set forth that the City Council will appoint a qualified person to fill Position No. 1 until a qualified candidate is elected at the next election at which a member of the City Council would normally be elected.

The proposed process is as follows:

1. Sunday, December 7, 2025, upon approval of this appointment process, the City will outreach *The Olympian*, local news, and social media to encourage coverage of the appointment proceedings. Applications will be available on the City web page and at Tumwater City Hall.
2. The notice, “*Calling for Candidates*” will be published in the Sunday, December 7, 2025, issue of *The Olympian*.
3. The filing deadline will be Monday, December 22, 2025. Candidates must submit a completed application with cover letter and a resume of no more than two pages to the Clerk’s office by 12:00 noon via email, mail or in person at Tumwater City Hall. Late applications will not be accepted.
4. Friday, January 2, 2026, the candidates’ applications and supplemental information will be routed to the City Councilmembers and Mayor for review. All documents are public information.
5. Tuesday, January 6, 2026, at the Tumwater Council meeting, the number of candidates and who will be interviewed will be decided.
6. Saturday, January 10, 2026, candidate interviews will be conducted at a special public meeting of the City Council. Interview questions will be provided to the candidates at the meeting. After interviews are complete, Council will confer about the candidates in open session. Council will appoint a candidate by formal motion.

7. The newly appointed Councilmember for Position No. 1 will be sworn in at the January 20, 2026 Council Meeting under Special Items.



Interview Schedule
Council Position No. 1
Saturday, January 10, 2026

Tumwater City Hall, Council Chambers, 555 Israel Rd. SW, Tumwater, WA 98501

9:00 a.m. – 9:15 a.m. Convene

9:15 a.m. – 9:45 a.m. – ***Vonny (JaVonn) Turner via Zoom***

9:45 a.m. – 10:00 a.m. Break – 15 minutes

10:00 a.m. – 10:30 a.m. – ***Daniel Mies***

10:30 a.m. – 10:45 a.m. Break – 15 minutes

10:45 a.m. – 11:15 a.m. – ***Grace Anne Edwards***

11:15 a.m. – 11:30 a.m. Break – 15 minutes

11:30 a.m. – 12:00 p.m. – ***Brandon Weedon***

12:00 p.m. – 12:30 p.m. Lunch – 30 minutes

12:30 p.m. – 1:00 p.m. – ***Dominic Davis***

1:00 p.m. – 1:15 p.m. Break – 15 minutes

1:15 p.m. – 1:45 p.m. – ***Joy Johnston***

1:45 p.m. – 2:00 p.m. Break – 15 minutes

2:00 p.m. – 2:30 p.m. – ***Doug McClanahan***

2:30 p.m. – 2:45 p.m. Break – 15 minutes

2:45 p.m. Council Discussion - Selection of Candidate - Adjourn

VONNY TURNER

Tumwater, WA 98501 | 510-990-2821 | javonn_turner@outlook.com

December 15, 2025

Mayor and Members of the City Council
City of Tumwater

Dear Mayor and Councilmembers,

I am writing to express my interest in being appointed to the Tumwater City Council. I am deeply motivated by the belief that local government is where decisions most directly shape people's safety, stability, and opportunity; where leadership can make a tangible difference in everyday life. As Tumwater continues to grow, I believe this moment calls for leadership that is people-centered, forward-looking, and grounded in accountability.

My commitment to public service is shaped by both lived experience and professional responsibility. As a child, I experienced housing instability and poverty, which gave me a firsthand understanding of how easily people can fall through the cracks when systems fail to work together. Those experiences inform my belief that equity, dignity, and access must be core considerations in policy; not afterthoughts. Later, through ten years of service in the U.S. Army, including a deployment to Afghanistan, I learned the importance of leadership rooted in preparation, teamwork, and responsibility for outcomes.

Today, I work as a Program Manager for Costco Next, where I oversee complex initiatives that require coordination across teams, careful evaluation of trade-offs, and consistent follow-through. In parallel, I was recently selected to participate in the Washington Institute for a Democratic Future's leadership development program, which has further strengthened my focus on ethical leadership, public service, and inclusive policy-making at the local level.

I am particularly interested in helping Tumwater grow in a way that is inclusive, fiscally responsible, and responsive to the needs of all residents. I believe local government must actively work to remove barriers, build trust, and ensure that policies reflect the dignity and diversity of the community it serves. If appointed, I would approach service on the City Council with humility, openness, and a commitment to listening and collaboration.

It would be an honor to serve the City of Tumwater and contribute my experience, perspective, and values to the Council. Thank you for your time and consideration.

Sincerely,
Vonny Turner

VONNY TURNER

Tumwater, WA 98501 ♦ 510-990-2821 ♦ javonn_turner@outlook.com

WORK HISTORY

Costco Next Program Manager, 11/2023 - Current

Goodwell Technologies, Inc – Bellevue, WA

- Spearheaded a \$98M program with 36% YoY growth while increasing delivery accuracy from 72% to 96%.
- Managed over 30 e-commerce projects, leading 200+ cross-functional teams and raising delivery rate 25%.
- Cut delivery cycle 18% by rebuilding workflows to accelerate releases and saving \$2.3M annually.
- Rebalanced quarterly priorities using live capacity forecasts, improving resource utilization 15%.
- Built 8 real-time systems and dashboards, cutting executive decision cycles from weeks to days.
- Streamlined governance, reducing blockers 30% and increasing project throughput 22%.

Project Manager, 08/2018 - 07/2022

U.S. Department of Defense, Army

- Delivered 15 strategic projects with total budget of \$20 million, surpassing financial targets by 5%.
- Created KPI measurement system, improving Return on Investment (ROI) by 4% across 13 projects.
- Spearheaded change management initiative, resulting in 4% growth in efficiency over one year.
- Implemented pivotal procurement process, reducing costs by 10% over 6 projects.
- Developed training program, reducing onboarding time by 3 days, increasing stakeholder efficiency.

Assistant Project Manager, 10/2011 - 07/2017

U.S. Department of Defense, Army

- Led cross-functional team of 7 stakeholders improving employee churn rate in first year.
- Coordinated with vendors, managing procurement schedules, contributing to 98% on-time completion.
- Assisted in delivering projects 10% under budget through effective negotiation with vendors.

CERTIFICATIONS

- **Project Management Professional (PMP)** — Project Management Institute (PMI)

EDUCATION

Bachelor of Science: Economics And Business Administration , Expected in 06/2026

San Francisco State University - San Francisco, CA

Associate of Science: Economics And Business Administration

City College of San Francisco - San Francisco, CA

SKILLS

- | | |
|--|---|
| • Stakeholder Communication and Management | • Risk Analysis and Management |
| • Budget Oversight | • Software Development Lifecycle (SDLC) |
| • Agile and Scrum Methodology | • Change Management |
| • Policy and Procedure Improvements | • Strategic Visioning |

APPLICATION FORM
CITY OF TUMWATER
COUNCILMEMBER POSITION NO. 1

Name: Vonny Turner Email: javonn_turner@outlook.com

Home Address: 6618 Percy Ln SE, Tumwater, WA 98501

Mailing Address (if different): _____

Home Phone: 510-990-2821 Work Phone: _____

I certify the information in this application is truthful and accurate.

Signature:  Date: 12/15/2025
(Signature Required)

Eligibility to Hold Elective Office (RCW 35A.12.030): No person shall be eligible to hold elective office under the mayor-council plan unless the person is a registered voter of the city at the time of filing their declaration of candidacy and has been a resident of the city for a period of at least one year next preceding their election. Residence and voting within the limits of any territory which has been included in, annexed to, or consolidated with such city is construed to have been residence within the city. A mayor or councilmember shall hold within the city government no other public office or employment except as permitted under the provisions of chapter 42.23 RCW.

Also, as part of this process, frequency of voting over the last four elections will be verified with Thurston County.

a. Are you a resident of the City of Tumwater? Yes ☒ No ☐

b. How long have you been a resident of the City of Tumwater? 1.3 years

c. How long have you lived at your current address? 1.3 years

d. If you have lived at your current address less than one year, please list your previous address and indicate how long you lived at that address:

Previous address: _____

Length of time at previous address: _____

Please respond to the following questions regarding your interest in the position of Councilmember for the City of Tumwater.

1. Why are you interested in serving as a Tumwater City Councilmember?

Please see attached sheet of paper.

2. Describe any past community involvement and how this may have contributed to the Tumwater community.

Please see attached sheet of paper.

3. How has your background and experience prepared you for service on the Tumwater City Council?

Please see attached sheet of paper.

4. What are the three highest priorities you believe the City needs to address? How would you propose addressing these issues?

Please see attached sheet of paper.

5. What are your impressions of [Tumwater's Comprehensive Plan](#), its goals, and policies? Have you been involved with the City's comprehensive planning process? If so, state the nature of your involvement and your assessment of the process.

Please see attached sheet of paper.

6. To answer the following, please view the definitions of the Council committees and intergovernmental committees linked within each question:

- a. Councilmembers serve on four different [Council committees](#) (Budget and Finance, General Government, Public Health and Safety, and Public Works). If you could choose to serve on two of these committees, which committees would you choose and why?

Please see attached sheet of paper.

- b. There are several [intergovernmental committees](#) that Councilmembers currently participate on as representatives of the City of Tumwater. Which intergovernmental committees interest you the most and why?

.Please see attached sheet of paper.

7. This position is up for election in November 2027. Do you intend to run for this elected position? Yes ☒ No ☐

8. Appointment to the City Council will require your attendance at numerous regularly scheduled and special meetings, which occur in the evenings, on weekends, and during the weekday. Councilmembers also serve on Council committees, regional boards and commissions, and represent the City Council at community functions.

An estimate of the minimum number of hours dedicated to Council activities is 10 to 15 hours per week, but it varies from week to week with a variety of interjurisdictional meetings. Are there limitations in your schedule or commitments that constrain your ability to participate as an active member of the Tumwater City Council?

Yes ☒ No ☐ If so, please describe.

9. a. Have you ever attended a meeting of the Tumwater City Council? Yes ☒ No ☐
If yes, about how many meetings you attended in the past year. 7

b. Have you ever watched a Tumwater City Council meeting on TV or the web? Yes ☒
No ☐ If yes, about how many meetings you watched in the past year. _____

c. Have you testified before any local legislative body (city, county, port, etc.) on an issue of personal or public interest? Yes ☒ No ☐ If yes, please describe:

Please see attached sheet of paper.

10. The City of Tumwater has the following Diversity Policy Statement:

The City of Tumwater is a national leader in affirming the civil rights and innate dignity of all people, and encourages the free expression of all cultural traditions and personal talents for the social enrichment and betterment of the community. The City fosters its value for diversity throughout the community by creating an equitable, hospitable, appreciative, safe, and inclusive organizational culture for its employees, volunteers, programs, and services, because diversity:

- strengthens workforce competence and performance;

- celebrates and values individual differences;
- serves an increasingly heterogeneous society;
- ensures the relevance of the City’s Mission, programs and services; and
- is crucial to the City’s ability to serve every citizen.

The City welcomes employees, volunteers, program participants and customers of every race, ethnicity, national origin, ability, religion, sexual orientation, veteran status, age, gender, gender expression, and gender identity.

Describe how your core values relate to the City of Tumwater Diversity Policy Statement.

Please see attached sheet of paper.

Please list three professional references (full name, title, company, and phone number).

1. Derek Elmstrom, Program Manager, LiveChannel, (425) 753-0184
2. John Cofano, CEO, LiveChannel, (206) 459-3781
3. Craig Carroll, Command Sergeants Major (CSM), US Army, (816) 550-3137

Vonny Turner Application

Questions to Answers 1-6, 9 and Core Values on Diversity Statement:

Answer 1

I am interested in serving as a Tumwater City Councilmember because I believe local government is where policy most directly affects people's daily lives. Decisions about land use, infrastructure, public safety, and services shape whether a community functions well or creates unnecessary barriers for residents. Tumwater is growing, and that growth requires thoughtful, practical leadership that balances long-term planning with immediate community needs. I am motivated to contribute a perspective focused on accountability, implementation, and outcomes, and to work collaboratively with fellow councilmembers, staff, and residents to ensure Tumwater remains a well-run, accessible, and welcoming city.

Answer 2

While my professional work has largely been outside of direct municipal service, I have remained engaged locally through community conversations, civic events, and regional leadership programs focused on public service. I have worked closely with cross-functional teams, community stakeholders, and partners in professional settings that mirror the collaboration required in local government. Additionally, my involvement with leadership development organizations and policy-focused discussions has strengthened my understanding of how local decisions connect to regional and state systems. I approach community involvement with a focus on listening, learning, and contributing constructively rather than seeking visibility.

Answer 3

I currently work as a Program Manager for Costco Next, where I oversee complex initiatives that require coordination across multiple teams, clear communication, and accountability to timelines and outcomes. Prior to my civilian career, I served ten years in the U.S. Army, including a deployment to Afghanistan, where I developed experience in leadership, decision-making under pressure, and operational planning. Together, these experiences have prepared me to review detailed materials, ask practical questions, manage competing priorities, and make decisions grounded in data and real-world constraints; skills directly applicable to effective service on the City Council.

Answer 4

First, managed growth and housing affordability. Tumwater must ensure growth aligns with infrastructure capacity, housing availability, and community character. This requires disciplined planning, data-driven zoning decisions, and coordination with regional partners.

Second, infrastructure and public works sustainability. Roads, utilities, and public facilities require long-term investment planning. I support prioritizing preventative maintenance and aligning capital improvement plans with realistic funding strategies.

Third, fiscal responsibility and transparency. Sound budgeting ensures the City can deliver services without placing unnecessary burdens on residents. I would focus on clear financial oversight, performance measurement, and public-facing transparency to maintain trust.

Answer 5

Tumwater's Comprehensive Plan provides a clear, long-range framework for managing growth, infrastructure, housing, and environmental stewardship. I appreciate its emphasis on coordinated planning, fiscal responsibility, and maintaining community livability as the city grows. The Plan appropriately connects land use decisions with transportation, utilities, and capital investments to support sustainable development.

Answer 6a

If I could choose, I would be most interested in serving on the Budget and Finance Committee and the Public Works Committee. Both committees align closely with my professional background in program management, planning, and systems oversight. I am accustomed to reviewing detailed materials, balancing competing priorities, and evaluating trade-offs to ensure resources are used effectively. Budget and Finance, in particular, would allow me to contribute to fiscal discipline and transparency, while Public Works would align with my interest in infrastructure planning, long-term maintenance, and service delivery. That said, I am open to serving on any committee where the Council believes my skills would be most useful.

Answer 6b

I am most interested in intergovernmental committees where Tumwater's outcomes depend on strong representation, preparation, and follow-through. In particular, I am interested in the LOTT Clean Water Alliance Board, the Thurston Regional Planning Council, Transportation Policy Board, and the Law and Justice Council. These bodies influence core functions residents rely on daily—water and wastewater infrastructure, transportation

planning, and public safety—and require members who are prepared, detail-oriented, and consistent in advocating for their city’s interests.

Answer 9c

Yes. I have testified before the Alameda County Board of Supervisors on the issue of homelessness and their “Home Together” Plan. My testimony drew on my lived experience with homelessness and poverty as a child and focused on how gaps in housing stability, access to services, and early intervention can create long-term consequences for individuals and families. I emphasized the importance of treating homelessness as a systems issue that requires prevention, coordinated services, and long-term housing solutions, not just emergency responses. That experience reinforced my belief in the critical role local governments play in shaping policies that either prevent people from falling through the cracks or help them regain stability.

Answer 10

My core values align closely with the City of Tumwater’s Diversity Policy Statement because I believe equity, inclusion, and dignity are essential to effective governance and community well-being. Diversity is not simply something to acknowledge; it is something that must be reflected in how policies are designed, how services are delivered, and how decisions are made. A city functions best when all residents—across race, ability, gender identity, sexual orientation, income level, and background—can see themselves reflected in and supported by their local government.

Vonny (JaVonn) Turner
6618 Percy Lane SE
Tumwater, WA 98501

<u>Election Date</u>	<u>Election Type</u>	<u>Election Name</u>	<u>County</u>	<u>Voted Where</u>
				Total: 5
11/04/2025	General	GENERAL 2025	Thurston	
08/05/2025	Primary	PRIMARY 2025	Thurston	
04/22/2025	Special	April Special	Thurston	
11/05/2024	General	GENERAL 2024	Thurston	
11/03/2020	General	GENERAL 2020	Thurston	



Candidate Ranking
(Circle One)

1 2 3 4 5 6 7

Optional Ranking Criteria

Name of Candidate: _____

Name of Rater: _____

Education & Experience

Knowledge of the City, Growth Management Act, Regional Planning Efforts

Writing and Speaking Skills

Ability to work with the current City Council

Community Involvement

How comfortable would you be having this individual represent the City Council at inter-jurisdictional meetings?

Community Vision/Philosophy

Motivation/Excitement Factor

Demonstrated Interest (Did they seek more information, ask questions, offer additional comments on questions?)

December 19, 2025

Tumwater City Council
555 Israel Road SW
Tumwater, WA 98501

Dear Councilmembers,

I am interested in applying for appointment to the vacancy on the Tumwater City Council.

My family came to Thurston County in 1984 when my dad got stationed at Ft Lewis; 4 years later my parents divorced. I was raised by a single mother who relied heavily on the social safety net. She didn't have a driver's license and so took Intercity Transit to get around with her three rowdy sons. We moved homes regularly based on changes in rent and so I went to 3 different elementary schools, 2 middle schools, and 1 high school, graduating in 2000 from Capital High School.

I joined the Army between my junior and senior year of high school serving as a mechanic and was deployed to Iraq from March 2003 to May 2004. In 2005 I enrolled at The Evergreen State College so that my children could be cared for at their child care center, where my mother worked. In 2010 I graduated with a Bachelors of Arts and Science, and then moved to Tucson, Arizona where I received a Masters for Chemistry and then moved back to Thurston County in 2012.

I worked day labor jobs, painting apartments, pouring concrete, removing nails etc. while I also began working at a start-up company in Tumwater manufacturing solar panels. In 2013 I started working for the Division of Child Support. I worked for the state during the day while working nights and weekends at the factory until 2015 when the factory went bankrupt.

In 2015 I bought a house just off of Odegard Road in Tumwater, then upgraded my home for my newly blended family in 2019 to the Deschutes River Highlands neighborhood and finally downsized to my family's "forever home" off of Elm Street once the older children moved out in 2022. I've been happily married since 2019 and our youngest child currently attends Peter G Schmidt Elementary.

I have now worked for the State of Washington for over 12 years, giving back to a public that once helped me and my family. I am a Support Enforcement Officer and a trainer. I have instructed colleagues on child support policies and procedures, on how to adapt content to be accessible, and in verbal de-escalation in stressful situations. I have curated conference events, and provided in-person services at Department of Corrections facilities and veteran events.

When news of discrimination at the Tumwater School Board reached me, I decided to “get off the couch” and run for the school board in 2025, where I received 6017 votes, of which I received 52% of the City of Tumwater precinct votes, but ultimately lost to the incumbent due to losing many of the rural precincts.

I represent the working poor voter in Thurston County. I am someone who knows what it's like to not only share a bedroom with two brothers, but also share a single bed until the age of 10. I know what it's like to have to lose 4 additional hours of your mother's day for just getting to and from work by taking multiple busses, and to subsist on minimum wage and child support. I know what it means to raise myself out of poverty by enlisting in the military, and I know how war destroys marriages. I know how veterans get and need help, with purchasing homes, getting medical care, and getting an education. I know what it means to have to move because rent goes up. I know what it means to have received food from a food bank, to then later in life be the one to provide it to another. If appointed I intend to continue to represent Tumwater with dignity and integrity.

I sincerely ask for your consideration to appoint me to the vacancy on the Tumwater City Council.

Daniel Mies
6032 Elm St
Tumwater, WA 98501
(360) 486-4877

Daniel Mies
(360) 486-4877
miedan21@gmail.com

Strengths

Innovative, collaborative, creative, positive & motivated

Work Experience

DSHS Division of Child Support 2013 - 2025
Support Enforcement Officer, Leadworker

- Analyzes, interprets, and enforces state, tribal, federal, and international laws pertaining to the legal determination of paternity and the establishment of financial and medical child support
- Instructed SEO academies for new staff, both virtually and in person
- Audited new staff for best practices and compliance with DCS policy
- Founded and developed a monthly office-wide newsletter The Olympia DCS Spot Light
- Invented an instructional interactive game used in the training of SEOs, Phone Calls
- Community & DOC Outreach assisting under-served NCPs

DSHS Division of Child Support (Field Operations Project Position) 2024
Child Support Program Administrator

- Co-Train in person De-Escalation Training, using classroom lectures and discussions, competitive quizzing and role-played scenarios

DSHS Division of Child Support (Training Team Project Position) 2019 - 2020
Child Support Program Administrator

- Assessed and updated online trainings for DCS to an ADA/WCAG standard using Articulate 360
- Responded to internal customer needs troubleshooting and resolving issues relating to online trainings and the LMS
- Led a design subgroup of the RTI workgroup, facilitated virtual meetings and developed assignments

PureSolar, Inc. 2012 - 2015
Project Manager

- Collaboratively designed and fabricated process automation in a team of up to six reducing costs
- Developed safety and product analysis protocols and procedures establishing brand quality

University of Arizona 2010- 2012
Graduate Teaching Assistant

- Instructed and evaluated up to 48 students per quarter in laboratory techniques in 3 subjects of chemistry; general, physical, and organic

Education

University of Arizona 2010 - 2012
Masters Degree, Chemistry

The Evergreen State College 2005 - 2010
Bachelors of Science

Physical and Life Sciences

Bachelors of Arts

Business and Organizational Development

Military

U.S. Army Reserves Operation Iraqi Freedom, Operation Enduring Freedom 1999 – 2005

APPLICATION FORM
CITY OF TUMWATER
COUNCILMEMBER POSITION NO. 1

Name: Daniel Mies

Email: miedan21@gmail.com

Home Address: 6032 Elm St SE Tumwater WA 98501

Mailing Address (if different): N/A

Home Phone: (360) 486—4877

Work Phone: (360) 664-6972

I certify the information in this application is truthful and accurate.

Signature: Daniel Mies Date: 12/19/2025

(Signature Required)

Eligibility to Hold Elective Office (RCW 35A.12.030): No person shall be eligible to hold elective office under the mayor-council plan unless the person is a registered voter of the city at the time of filing their declaration of candidacy and has been a resident of the city for a period of at least one year next preceding their election. Residence and voting within the limits of any territory which has been included in, annexed to, or consolidated with such city is construed to have been residence within the city. A mayor or councilmember shall hold within the city government no other public office or employment except as permitted under the provisions of chapter 42.23 RCW.

Also, as part of this process, frequency of voting over the last four elections will be verified with Thurston County.

Are you a resident of the City of Tumwater? Yes ☒ No ☐

How long have you been a resident of the City of Tumwater? 10 years

How long have you lived at your current address? 3 years

If you have lived at your current address less than one year, please list your previous address and indicate how long you lived at that address: N/A

Previous address: N/A

Length of time at previous address: N/A

Please respond to the following questions regarding your interest in the position of Councilmember for the City of Tumwater.

1. Why are you interested in serving as a Tumwater City Councilmember?

I am interested in serving as a Tumwater City Councilmember to give back to my community. I think I have the right experience and perspective to help Tumwater be a strong town.

2. Describe any past community involvement and how this may have contributed to the Tumwater community.

I recently ran for Tumwater School Board where I received 6017 votes, engaging voters and fighting to keep non-discrimination and inclusion as core values of Tumwater's democracy.

3. How has your background and experience prepared you for service on the Tumwater City Council?

I have had the opportunity to serve the public in multiple ways. I have served in the Army and have served as a state worker.

4. What are the three highest priorities you believe the City needs to address? How would you propose addressing these issues?

I believe Tumwater's highest priorities are improving economic opportunities, improving community interconnectedness through multi-modal transportation, improving citizen health through access to health care and quality nutrition. To address these issues by continuing the work in redeveloping the brewery district, but we can also improve economic opportunities by investing time and resources in the Tumwater Farmer's Market and bringing health care facilities like a veteran's hospital or a teaching hospital which would also help with improving citizen health. For improving interconnectedness continue the work to make streets multi-modal, adding in new streets like the E street connection and connecting our walking/biking trail network. We can also improve interconnectedness by looking into the feasibility to capping parts of interstate 5 as has been done around Seattle to reconnect a city that was divided and buried when I-5 first came to our town.

5. What are your impressions of Tumwater's Comprehensive Plan, its goals, and policies? Have you been involved with the City's comprehensive planning process? If so, state the nature of your involvement and your assessment of the process.

I think while the direction appears to be in the right place, I have concerns regarding its data. Specifically, I noticed that projections listed for the school enrollment were dramatically off, and that the amendment plan lists a similar projection for enrollment (670 projected increase was closer to 50, now projects 500). I believe in evidence-based decision making, and to have effective decision making we need quality data and models. I would like to see built into the plan data reviews and redirection that are scheduled regularly so that if the model appears off the city can pivot accordingly.

6. To answer the following, please view the definitions of the Council committees and intergovernmental committees linked within each question:

- a. Councilmembers serve on four different Council committees (Budget and Finance, General Government, Public Health and Safety, and Public Works). If you could choose to serve on two of these committees, which committees would you choose and why?

I would be interested in Public Works and General Government. I am interested in the specifics on how Tumwater deploys its resources towards infrastructure and feel that my diverse career background helps me take a big picture stance to make nuanced decisions.

- b. There are several intergovernmental committees that Councilmembers currently participate on as representatives of the City of Tumwater. Which intergovernmental committees interest you the most and why?

I am interested in South Sound Military and Communities Partnership and the Thurston County Economic Development Council. I am interested in strengthening our connection with the military and veteran population and seeing the strength and development of Tumwater directly connected with its military neighbor. I am also interested in the Economic Development Council to further diversify the tax base through balanced, sustainable economic development that provides opportunities here in Tumwater reducing our reliance of sending workers North.

7. This position is up for election in November 2027. Do you intend to run for this elected position? Yes ☒ No ☐

8. Appointment to the City Council will require your attendance at numerous regularly scheduled and special meetings, which occur in the evenings, on weekends, and during the weekday. Councilmembers also serve on Council committees, regional boards and commissions, and represent the City Council at community functions.

An estimate of the minimum number of hours dedicated to Council activities is 10 to 15 hours per week, but it varies from week to week with a variety of interjurisdictional

meetings. Are there limitations in your schedule or commitments that constrain your ability to participate as an active member of the Tumwater City Council?

Yes ☒ No ☐

If so, please describe.

I am currently employed by the Division of Child Support and have a 5-year-old son both of which would put some limitations, however due to meetings being primarily in the evening, I believe I can be a fully active member of the city council.

9.

a. Have you ever attended a meeting of the Tumwater City Council?

Yes ☒ No ☐

If yes, about how many meetings you attended in the past year.

Yes, though not any meetings this year. A few years ago I attended a meeting regarding the Toyota dealership to learn more about the trail system that was essentially in my backyard.

b. Have you ever watched a Tumwater City Council meeting on TV or the web?

Yes ☒ No ☐

If yes, about how many meetings you watched in the past year.

Yes, in preparation for this appointment I've been watching many of the meetings posted on YouTube.

c. Have you testified before any local legislative body (city, county, port, etc.) on an issue of personal or public interest?

Yes ☐ No ☒

If yes, please describe:

While I haven't specifically testified before a legislative body, having run for school board I have connected with the voters of Tumwater and for their deep concerns over discrimination happening in our school district.

10. The City of Tumwater has the following Diversity Policy Statement:

The City of Tumwater is a national leader in affirming the civil rights and innate dignity of all people, and encourages the free expression of all cultural traditions and personal talents for the social enrichment and betterment of the community. The City fosters its value for diversity throughout the community by creating an equitable, hospitable, appreciative, safe, and inclusive organizational culture for its employees, volunteers, programs, and services, because diversity:

- strengthens workforce competence and performance;
- celebrates and values individual differences;

- serves an increasingly heterogeneous society;
- ensures the relevance of the City's Mission, programs and services; and
- is crucial to the City's ability to serve every citizen.

The City welcomes employees, volunteers, program participants and customers of every race, ethnicity, national origin, ability, religion, sexual orientation, veteran status, age, gender, gender expression, and gender identity.

Describe how your core values relate to the City of Tumwater Diversity Policy Statement.

My core value is to the person and not to the identity and so I find the Diversity Policy Statement to be completely in alignment with my own values. I have meet good people of all stripes and colors, and have had my life improved through meeting and working with people outside my own identity.

Please list three professional references (full name, title, company, and phone number).

- Jacqueline Johnson, Chief of Central Services, Division of Child Support, (360) 888-4235
- Rich Philips, Chief Executive Officer, PureSolar, (360) 359-8505
- Melissa Beard, School Board Director, Tumwater School District, (360) 402-0582

Daniel Mies
6032 Elm St. SE
Tumwater, WA 98501

<u>Election Date</u>	<u>Election Type</u>	<u>Election Name</u>	<u>County</u>	<u>Voted Where</u>
				Total: 29
11/04/2025	General	GENERAL 2025	Thurston	
08/05/2025	Primary	PRIMARY 2025	Thurston	
04/22/2025	Special	April Special	Thurston	
11/05/2024	General	GENERAL 2024	Thurston	
08/06/2024	Primary	PRIMARY 2024	Thurston	
03/12/2024	Presidential Primary	Presidential Primary	Thurston	
02/13/2024	Special	February Special	Thurston	
11/07/2023	General	GENERAL 2023	Thurston	
08/01/2023	Primary	PRIMARY 2023	Thurston	
11/08/2022	General	GENERAL 2022	Thurston	
08/02/2022	Primary	PRIMARY 2022	Thurston	
02/08/2022	Special	February Special	Thurston	
11/02/2021	General	GENERAL 2021	Thurston	
08/03/2021	Primary	PRIMARY 2021	Thurston	
11/03/2020	General	GENERAL 2020	Thurston	
11/06/2018	General	General Election	Thurston	

<u>Election Date</u>	<u>Election Type</u>	<u>Election Name</u>	<u>County</u>	<u>Voted Where</u>
08/07/2018	Primary	Primary	Thurston	
04/24/2018	Special	April Special Election	Thurston	
08/01/2017	Primary	Primary	Thurston	
11/08/2016	General	General Election	Thurston	
08/02/2016	Primary	Primary	Thurston	
11/04/2014	General	General Election	Thurston	
11/06/2012	General	General Election	Thurston	
11/04/2008	General	General Election	Thurston	
08/19/2008	Primary	Primary	Thurston	
11/07/2006	General	General Election	Thurston	
11/07/2006	General	2006 General	Thurston	
11/07/2000	General	2000 General	Thurston	
02/29/2000	Primary	2000 Presidential Primary	Thurston	



Candidate Ranking
(Circle One)

1 2 3 4 5 6 7

Optional Ranking Criteria

Name of Candidate: _____

Name of Rater: _____

Education & Experience

Knowledge of the City, Growth Management Act, Regional Planning Efforts

Writing and Speaking Skills

Ability to work with the current City Council

Community Involvement

How comfortable would you be having this individual represent the City Council at inter-jurisdictional meetings?

Community Vision/Philosophy

Motivation/Excitement Factor

Demonstrated Interest (Did they seek more information, ask questions, offer additional comments on questions?)

Grace Anne Edwards

2615 Douglas St SW Tumwater, WA 98512
(360) 920-5641, Grace.Anne.Edwards@gmail.com

My name is Grace Edwards, and I am very interested in applying for vacant position on the Tumwater City Council.

I graduated from Western Washington University where I received my B.A. in Political Science and a minor in Latin. I have Project Coordinator, Lean Six Sigma, and Business Analysis certifications. I have worked for the State of Washington in various roles for the last eleven years, currently as a Business Analyst in the Project Management Office at the Department of Retirement Systems.

I would greatly appreciate this opportunity to serve the people of Tumwater in this capacity. I believe that Tumwater is a vibrant city, full of wonderful people, and I would love to help it continue to flourish. This area is truly special to me, and I couldn't imagine a better place to live. I have lived in this area my entire life but officially moved to Tumwater almost five years ago when my husband and I purchased a house in the city.

One of my passions is giving back to and being involved in my community. I have served on the Tumwater Planning Commission for the past four years. During that time, I have seen first-hand many of the issues that are impacting Tumwater and the people who live and work here. It was such a wonderful experience to be able to go on tours with Tumwater staff and community members to learn about all the great work that is going into transportation and housing in our city. I also have had an opportunity to work on the Comprehensive Plan which is the road map for where Tumwater would like to go in the future and what our shared vision of Tumwater is.

My favorite part of the work that I have done on the Planning Commission is all the input that we get from citizens and stakeholders. It is always so informative and such a great opportunity to learn, and I can't thank those people enough who take the time to be engaged.

I have also served on the Thurston County Historic Commission for the last five years. During that time, I have had the opportunity to help preserve the history and heritage of not only Tumwater, but the other areas in Thurston County as well. I had the honor of serving as Chair of the Commission for two years. I was able to gain very valuable leadership experience and was humbled at the trust that was put in me by my fellow Commission members to serve in that role.

Thank you so much for your time and consideration and all that you do to serve this community.

A handwritten signature in black ink, appearing to read "Grace Edwards", with a stylized, flowing script.

Grace Edwards

Grace Anne Edwards
2615 Douglas St SW Tumwater, WA 98512
Grace.Anne.Edwards@gmail.com, 360-920-5641

EDUCATION

Bachelors of Arts in Political Science, Western Washington University, 2013
Concentration: American Politics; Minor: Latin

CERTIFICATES

Lean Six Sigma Green Belt, The University of Washington Tacoma, November 2018
Project Coordinator, South Puget Sound Community College, August 2020
Business Analysis, University of Washington, July 2023

COMMISSIONS

Thurston County Historic Commission February 2020
Tumwater Planning Commission November 2022

EMPLOYMENT HISTORY

Business Analyst, Washington State Department of Retirement Systems March 2022 to Present

- Lead business and technical teams to document business requirements, system requirements and functional requirements. Documentation may take the form of User Stories, Business and System Requirements, Issue Logs and Design Documents.
- Lead business team members to develop test cases and test scripts and UAT
- Leads business teams to identify current business processes, or proposed new processes generated by work requests, new legislation, and other sources of change.
- Document business processes utilizing various techniques such as Business Process Management Notation (BPMN) modeling or other modeling techniques.
- Provide research and analysis, which may include gathering data to support the analysis.
- Identifies opportunities for improvement.
- Draft/Finalize decision papers which include background on the issue, alternatives with pros and cons, and recommendations or alternative solutions.
- Determine, within IT and business systems, which processes, modules, and functions need to change based on analysis.

Project Manager, Washington State Department of Health March 2021 to March 2022

- Worked with project team, executive sponsor and stakeholders to develop detailed project management plans; gained approval from the executive sponsor and other key decision makers.
- Led and facilitated project teams conducting the work. This included managing project plans, project budgets, resources including vendors, project communications (internal and external), organizational change management, risk and issue management, and administered the project meeting and reporting functions as necessary.
- Closely monitored and managed projects to ensure they remained on time and on budget, risks were properly mitigated, issues were resolved effectively, and changes were conducted according the appropriate project change management methods.
- Closed projects and reported final results to internal and external partners, decision-makers and stakeholders.
- Maintained and administered the PMO SharePoint site and other communications channels as approved by the PMO Manager.

Management Analyst 3, Strengthening Families Washington Program, Department of Children Youth and Families, February 2020- March 2021

- Managed and performed analyses of financial and programmatic progress and service delivery of direct service contracts for accountability, planning, reporting, and communications.
- Administered (Business Owner) the web-based application for contractor reporting, called the Prevention Services Reporting System (PSRS).
- Organized training, and leading the development and implementation of the PSRS, the web-based application for contractor reporting.
- Planned statewide meetings in partnership with internal and external partners, including organizing work groups, logistics and materials development.
- Coordinated procurement, contract development, invoicing functions, and deliverables tracking for the DCYF Community Prevention Services Contracting Team.

Administrative Assistant 4, Project Management Office, Department of Retirement Systems, June 2018- February 2020

- Processed invoices and prepared financial analysis.
- Had full delegated responsibility for managing and overseeing the tracking, analysis, and reporting of project data and measures. Monitored projects for compliance with administrative standards, procedures, and framework.
- Assisted with the development and update of the project management framework.
- Assisted project managers and project team members with completing required project documents including project charters, status updates, budget monitoring, risk/issue logs, communication plans, etc.
- Tracked and reported out on project resources across the agency and projects.

Program Assistant, Facilities Oversight Program, Office of Financial Management, April 2017- June 2018

- Transmitted decision memos and modified pre-design materials to key stakeholders, including the Department of Enterprise Services, legislative staff, affected agencies, and others as needed.
- Assisted in providing communication to stakeholders on Facilities Oversight activities such as FIS and Six Year Plan.
- Documented internal business processes in a facilities oversight manual.
- Coordinated and conducted stakeholder training and user management materials for new users and for FPMT system updates.
- Updated and maintained the modified pre-design and lease approval (MPD) Microsoft Access database, which included a record of each request submitted to OFM, their status, and their disposition.

Executive Assistant, Washington State Senator Linda Evans Parlette, November 2014-January 2017 and Session Legislative Aide, Senator Jim Honeyford, January 2017- April 2017

- Established and maintained cordial and effective working relationships with co-workers, legislators, executive agency personnel, interest group representatives, constituents, and the public.
- Gathered, organized, reviewed and analyzed data on pertinent policy issues, administrative matters or other questions of current interest.
- Involved in the hiring process and day to day supervision of Legislative Assistant and Intern.
- Read, sorted and prioritized all mail; answered correspondence or prepared response by the Senator based on own judgement and discretion.
- Responded to inquiries posed by Members and or/ their constituents, interest group representatives, and executive agencies, within guidelines provided by the Senator using own judgement and discretion.

APPLICATION FORM
CITY OF TUMWATER
COUNCILMEMBER POSITION NO. 1

Name: Grace Anne Edwards Email: Grace.Anne.Edwards@gmail.com

Home Address: 2615 Douglas St SW Tumwater, WA 98512

Mailing Address (if different): N/A

Home Phone: 360-920-5641

Work Phone: N/A

I certify the information in this application is truthful and accurate.

Signature: 
(Signature Required)

Date: 12/19/2025

Eligibility to Hold Elective Office (RCW 35A.12.030): No person shall be eligible to hold elective office under the mayor-council plan unless the person is a registered voter of the city at the time of filing their declaration of candidacy and has been a resident of the city for a period of at least one year next preceding their election. Residence and voting within the limits of any territory which has been included in, annexed to, or consolidated with such city is construed to have been residence within the city. A mayor or councilmember shall hold within the city government no other public office or employment except as permitted under the provisions of chapter 42.23 RCW.

Also, as part of this process, frequency of voting over the last four elections will be verified with Thurston County.

- a. Are you a resident of the City of Tumwater? Yes ☒ No ☐
- b. How long have you been a resident of the City of Tumwater? Four years
- c. How long have you lived at your current address. Four years
- d. If you have lived at your current address less than one year, please list your previous address and indicate how long you lived at that address:

Previous address: N/A

Length of time at previous address: N/A

Please respond to the following questions regarding your interest in the position of Councilmember for the City of Tumwater.

1. Why are you interested in serving as a Tumwater City Councilmember?

I believe Tumwater is an amazing place. I would love and be truly humbled to have an opportunity to give back to this fantastic community in this capacity.

2. Describe any past community involvement and how this may have contributed to the Tumwater community.

I serve on both the Tumwater Planning Commission and the Thurston County Historic Commission. The Planning Commission deals with a variety of topics that impact Tumwater, most currently the Comprehensive Plan. The Historic Commission helps protect the history and heritage throughout Thurston County, including Tumwater.

3. How has your background and experience prepared you for service on the Tumwater City Council?

As a member of the Tumwater Planning Commission, I am very familiar with the Comprehensive Plan and other issues that are brought before the City Council.

4. What are the three highest priorities you believe the City needs to address? How would you propose addressing these issues?

- 1) Housing- The city has done a great job and would benefit from continuing to look at different options for low-income/multi-family housing.
- 2) Environment- We must continue to make sure that as Tumwater continues to grow that we are protecting our environment by incentivizing tree canopies and green spaces while being creative about how we build new developments to make them as efficient as possible.
- 3) Transportation- Make sure Tumwater has safe, effective options for travel by creating more pedestrian friendly areas as well as safer roads for cars and buses.

5. What are your impressions of Tumwater's Comprehensive Plan, its goals, and policies? Have you been involved with the City's comprehensive planning process? If so, state the nature of your involvement and your assessment of the process.

Yes, I have really enjoyed being part of the comprehensive planning process as a member of the Tumwater Planning Commission. I really appreciate how much I have learned and to see what an emphasis the city has put on getting feedback and input from residents and stakeholders.

6. To answer the following, please view the definitions of the Council committees and intergovernmental committees linked within each question:

- a. Councilmembers serve on four different Council committees (Budget and Finance, General Government, Public Health and Safety, and Public Works). If you could choose to serve on two of these committees, which committees would you choose and why?

I would happily serve on any of those committees, but my top two choices would be General Government and Public Health and Safety because I am very interested and passionate about the content that those committees cover

- b. There are several intergovernmental committees that Councilmembers currently participate on as representatives of the City of Tumwater. Which intergovernmental committees interest you the most and why?

I would love to serve on all of them, but my top two are Olympia-Lacey-Tumwater Visitor and Convention Bureau and Thurston County Emergency Medical Services Council. These two particularly stand out because I would love to participate and help visitors explore and understand how great this area is and how much there is to offer, and my husband is in emergency services (Deputy Fire Marshall) and so that is an interest of mine.

7. This position is up for election in November 2027. Do you intend to run for this elected position? Yes ☒ No ☐

8. Appointment to the City Council will require your attendance at numerous regularly scheduled and special meetings, which occur in the evenings, on weekends, and during the weekday. Councilmembers also serve on Council committees, regional boards and commissions, and represent the City Council at community functions.

An estimate of the minimum number of hours dedicated to Council activities is 10 to 15 hours per week, but it varies from week to week with a variety of interjurisdictional meetings. Are there limitations in your schedule or commitments that constrain your ability to participate as an active member of the Tumwater City Council?

Yes ☐ No ☒ so, please describe. N/A

9. a. Have you ever attended a meeting of the Tumwater City Council? Yes ☒ No ☐
If yes, about how many meetings you attended in the past year. None this year

- b. Have you ever watched a Tumwater City Council meeting on TV or the web?
Yes ☒ No ☐ If yes, about how many meetings you watched in the past year. I have watched many recorded meetings

- c. Have you testified before any local legislative body (city, county, port, etc.) on an issue of personal or public interest? Yes ☐ No ☒ If yes, please describe: N/A

10. The City of Tumwater has the following Diversity Policy Statement:

The City of Tumwater is a national leader in affirming the civil rights and innate dignity of all people and encourages the free expression of all cultural traditions and personal talents for the social enrichment and betterment of the community. The City fosters its value for diversity throughout the community by creating an equitable, hospitable,

appreciative, safe, and inclusive organizational culture for its employees, volunteers, programs, and services, because diversity:

- strengthens workforce competence and performance;
- celebrates and values individual differences;
- serves an increasingly heterogeneous society;
- ensures the relevance of the City's Mission, programs and services; and ➤ is crucial to the City's ability to serve every citizen.

The City welcomes employees, volunteers, program participants and customers of every race, ethnicity, national origin, ability, religion, sexual orientation, veteran status, age, gender, gender expression, and gender identity.

Describe how your core values relate to the City of Tumwater Diversity Policy Statement.

Listening is so very important to me and something I consistently try and work on. There are so many times where I might not be aware of my own bias or privilege. The best way I know to become more aware is to talk to as many different people as I can and listen to them. The more I listen the more I learn and understand, and I am forever grateful for that.

Please list three professional references (full name, title, company, and phone number).

1. Sonja Cady, Land Use Clerk, Thurston County, 360-867-2117
2. Lisa Rolfs, Business Systems Analyst Manager, Department of Retirement Systems, 360-888-6223
3. Amy McMahan, Project Management Office Director, Department of Retirement Systems, 360-870-0551

Grace Anne Edwards
 2615 Douglas St SW
 Tumwater, WA 98512

<u>Election Date</u>	<u>Election Type</u>	<u>Election Name</u>	<u>County</u>	<u>Voted Where</u>
				Total: 28
11/04/2025	General	GENERAL 2025	Thurston	
08/05/2025	Primary	PRIMARY 2025	Thurston	
04/22/2025	Special	April Special	Thurston	
11/05/2024	General	GENERAL 2024	Thurston	
08/06/2024	Primary	PRIMARY 2024	Thurston	
02/13/2024	Special	February Special	Thurston	
11/07/2023	General	GENERAL 2023	Thurston	
08/01/2023	Primary	PRIMARY 2023	Thurston	
04/25/2023	Special	April Special	Thurston	
11/08/2022	General	GENERAL 2022	Thurston	
08/02/2022	Primary	PRIMARY 2022	Thurston	
02/08/2022	Special	February Special	Thurston	
11/02/2021	General	GENERAL 2021	Thurston	
08/03/2021	Primary	PRIMARY 2021	Thurston	
11/03/2020	General	GENERAL 2020	Thurston	
08/04/2020	Primary	PRIMARY 2020	Thurston	

<u>Election Date</u>	<u>Election Type</u>	<u>Election Name</u>	<u>County</u>	<u>Voted Where</u>
02/11/2020	Special	February Special	Thurston	
11/05/2019	General	2019 General	Thurston	
08/06/2019	Primary	2019 Primary	Thurston	
11/06/2018	General	General Election	Thurston	
08/07/2018	Primary	Primary	Thurston	
02/13/2018	Special	February Special Election	Thurston	
11/07/2017	General	General Election	Thurston	
11/08/2016	General	General Election	Thurston	
08/02/2016	Primary	Primary	Thurston	
02/09/2016	Special	February Special Election	Thurston	
11/03/2015	General	General Election	Thurston	
02/11/2014				



Candidate Ranking
(Circle One)

1 2 3 4 5 6 7

Optional Ranking Criteria

Name of Candidate: _____

Name of Rater: _____

Education & Experience

Knowledge of the City, Growth Management Act, Regional Planning Efforts

Writing and Speaking Skills

Ability to work with the current City Council

Community Involvement

How comfortable would you be having this individual represent the City Council at inter-jurisdictional meetings?

Community Vision/Philosophy

Motivation/Excitement Factor

Demonstrated Interest (Did they seek more information, ask questions, offer additional comments on questions?)

Brandon Weedon

7047 Cavalier Loop SW

Tumwater, WA

brandonweedon@gmail.com

360-870-8202

December 21, 2025

Tumwater City Council

c/o City Clerk

City of Tumwater

Tumwater, WA

Dear Mayor and Members of the Tumwater City Council,

I am writing to apply for the vacant Tumwater City Council position. As a lifelong member of this community, a local small business owner, and a long-time volunteer youth sports coach, I care deeply about Tumwater and would be honored to serve our residents.

I have owned and operated a small family-run restaurant in Olympia for many years, overseeing daily operations, budgeting, regulatory compliance, and employee management. This experience has given me a practical understanding of how local policies affect businesses, workers, and families, and has strengthened my ability to make thoughtful, balanced decisions in complex and regulated environments.

In addition to my professional work, I have volunteered for years coaching youth sports in Tumwater. Through this role, I have worked closely with local families and recreation programs while emphasizing teamwork, accountability, and inclusion. Coaching has reinforced the value of listening, leading with fairness, and creating safe, supportive spaces—principles that directly align with effective public service.

I would bring a people-centered perspective, strong work ethic, and deep commitment to Tumwater as a city council member. I value transparent governance, respectful dialogue, and decisions that support both immediate community needs and long-term sustainability.

Thank you for your consideration. I welcome the opportunity to further discuss how my experience and commitment to Tumwater would benefit the City Council.

Sincerely,

Brandon Weedon

BRANDON WEEDON

SMALL BUSINESS OWNER

T: 360-870-8202 // W: fatsosbarandgrill.com // E: brandonweedon@gmail.com

EXPERIENCE

2007 – Present

WEEDON ENTERPRISES DBA FATSO'S

Owner / Operator / General Manager – Olympia, WA

- Develop and implement policies to enhance customer experience and staff performance
- Balance competing priorities and make sound decisions, often with limited resources
- Recruit, train, and supervise staff, cultivating an inclusive, respectful work environment encouraging longevity
- Mediate customer and employee conflicts, maintain morale in high-stress, fast-paced situations
- Champion fair scheduling and equitable treatment of staff
- Respond to customer feedback and adapt services to evolving needs
- Monitor financial performance and ensure profitability and sustainability
- Manage payroll, tax remittance, and compliance with all government regulations
- Interpret and apply health, labor and safety codes
- Build and maintain strong relationships with local suppliers, vendors and community partners
- Organize and participate in community events and organizations that promote a strengthened civic and economic duty

2020-Present

CITY OF TUMWATER - PARKS & RECREATION

CITY OF OLYMPIA - PARKS & RECREATION

THURSTON COUNTY FASTPITCH ASSOCIATION

TUMWATER SCHOOL DISTRICT

Volunteer Youth Sports Head Coach, Assistant Coach, Program Leader and District Volunteer

EDUCATION

2004 – 2006

TACOMA COMMUNITY COLLEGE

Tacoma, WA

Attended via athletic scholarship

2000 -2004

BLACK HILLS HIGH SCHOOL

Tumwater, WA

SKILLS

- Community Leadership & Public Service
- Fiscal Responsibility & Small-Business Operations
- Regulatory & Policy Literacy
- Problem-Solving & Resilience Through Change

From: clerksoffice@ci.tumwater.wa.us
To: [Clerks Office](#)
Subject: Application City Council
Date: Sunday, December 21, 2025 5:08:43 PM

A new entry to a form/survey has been submitted.

Form Name: Application Form City Council Position 1
Date & Time: 12/21/2025 5:08 p.m.
Response #: 3
Submitter ID: 13898
IP address: 67.170.70.161
Time to complete: 31 min. , 15 sec.

Survey Details

Page 1

Dear Applicant:

Thank you for your interest in serving the Tumwater community as a member of the Tumwater City Council.

To be considered, applications must be completed, signed, and emailed to the [Clerk's Office](#), no later than noon (12:00 p.m.) on December 22, 2025.

Late applications will not be accepted. With the application, please submit a cover letter indicating your interest and general qualifications for the position. A resume of no more than two pages in length must also be attached. Council Position No. 1 interviews are scheduled for Saturday, January 10, 2026, at Tumwater City Hall. The Council is expected to appoint the position on January 20, 2026.

For further information or to request accommodation, please contact the Clerk's Office, at (360) 754-4139 or email ClerksOffice@ci.tumwater.wa.us.

Applicant information

Name	Brandon Weedon	Email Address	brandonweedon@gmail.com
Mailing Address	7047 Cavalier Loop SW	City	Tumwater
State	WA	Zip Code	98512
Phone Number	(360) 870-8201	Date of application	12/21/2025

Eligibility to Hold Elective Office (RCW 35A.12.030): No person shall be eligible to hold elective office under the mayor-council plan unless the person is a registered voter of the city at the time of filing their declaration of candidacy and has been a resident of the city for a period of at least one year next preceding their election. Residence and voting within the limits of any territory which has been included in, annexed to, or consolidated with such city is construed to have been residence within the city. A mayor or councilmember shall hold within the city government no other public office or employment except as permitted under the provisions of chapter 42.23 RCW.

Also, as part of this process, frequency of voting over the last four elections will be verified with Thurston County.

Page 2

Are you a resident of the City of Tumwater?

(o) Yes

How long have you been a resident of the City of Tumwater?

35 years

How long have you lived at your current address?

6 years

If you have lived at your current address less than one year, please list your previous address and indicate how long you lived at that address.

Not answered

Why are you interested in serving as a Tumwater City Councilmember?

I am interested in serving as a Tumwater City Councilmember because Tumwater is my lifelong home, and I care deeply about how our city grows and supports the people who live and work here. As a small business owner, school volunteer, and long-time youth sports coach, I see firsthand how City decisions around growth, housing, public safety, and parks directly affect families, workers, and local businesses.

I am especially interested in thoughtful growth that preserves Tumwater's sense of community, expanding housing options that remain accessible to working families, supporting public safety services, and continuing to invest in parks and recreation that bring people together. My professional and volunteer experiences have taught me the importance of listening, collaboration, and balancing diverse perspectives to reach practical, sustainable solutions.

I would be honored to bring a community-centered, solutions-oriented approach to the Council and contribute to decisions that strengthen Tumwater today while planning responsibly for its future.

Describe any past community involvement and how this may have contributed to the Tumwater community.

I have been actively involved in the Tumwater community for many years through volunteer service, youth programs, and small business leadership. I have volunteered extensively in Tumwater schools, supporting classrooms, events, and programs that strengthen connections between families and educators. I have also served on local boards and committees focused on equity and community support, and I am involved in a nonprofit effort that provides assistance to families in need.

In addition, I have volunteered as a youth sports coach in Tumwater for several years. Through coaching, I have worked closely with local families and recreation programs to create positive, inclusive environments for children. This involvement has helped promote teamwork, mentorship, and a sense of belonging for young people while strengthening community relationships among families.

As a local small business owner, I am also deeply engaged in the community through supporting local events, partnering with other small businesses, and providing a welcoming gathering space for residents. Together, these experiences have allowed me to contribute to Tumwater's social, educational, and economic well-being, while giving me a strong understanding of the needs and priorities of the community I hope to serve.

How has your background and experience prepared you for service on the Tumwater City Council?

My background as a small business owner, school and community volunteer, and youth sports coach has prepared me well for service on the Tumwater City Council. Owning and operating a small business has given me firsthand experience with budgeting, regulatory compliance, and long-term planning, as well as a clear understanding of how City policies affect local businesses, workers, and families. I regularly balance competing priorities, make decisions with limited resources, and work toward practical, sustainable solutions.

My volunteer involvement in Tumwater schools, and nonprofit work, has strengthened my understanding of equity, collaboration, and community needs. These roles have required thoughtful listening, respectful dialogue, and the ability to work with diverse perspectives—skills essential to effective governance and public service.

Additionally, years of coaching youth sports in Tumwater have reinforced the importance of accountability, mentorship, and creating safe, inclusive environments. Coaching has also strengthened my leadership, communication, and conflict-resolution skills, all of which are directly applicable to council work.

Together, these experiences have prepared me to approach City Council service with a people-centered mindset, fiscal responsibility, and a commitment to transparent, collaborative decision-making that reflects the best interests of the Tumwater community.

What are the three highest priorities you believe the City needs to address? How would you propose addressing these issues?

1. Housing Affordability and Availability

Housing is a critical issue for families, workers, and seniors in Tumwater. I believe the City should continue exploring a mix of housing options that support diverse income levels, including workforce housing and multi-family developments where appropriate. I would advocate for partnerships with regional agencies, incentives that encourage responsible development, and policies that help keep Tumwater accessible for those who work and raise families here.

2. Managing Growth While Preserving Community Character

Tumwater is continuing to grow, and it is important that growth is thoughtful and well-planned. I believe

the City should prioritize smart land-use planning, infrastructure readiness, and neighborhood input to ensure development aligns with community values. I would support collaborative planning with residents, developers, and City staff to balance economic growth with livability, traffic management, and environmental responsibility.

3. Public Safety and Community Well-Being

Ensuring residents feel safe in their neighborhoods, parks, and public spaces is essential. I support continued investment in public safety services, proactive community-based programs, and coordination between City departments and regional partners. I would also prioritize prevention-focused approaches—such as youth engagement, mental health resources, and safe public spaces—that strengthen overall community well-being.

Across all three priorities, I believe successful solutions depend on listening to residents, using data to guide decisions, and maintaining fiscal responsibility. As a councilmember, I would focus on collaboration, transparency, and long-term planning to ensure Tumwater remains a safe, welcoming, and sustainable community.

What are your impressions of [Tumwater’s Comprehensive Plan](#), its goals, and policies? Have you been involved with the City’s comprehensive planning process? If so, state the nature of your involvement and your assessment of the process.

Tumwater’s Comprehensive Plan reflects a balanced approach to growth, focusing on community character, housing, economic vitality, environmental stewardship, and public safety. I appreciate its emphasis on coordinated planning across land use, transportation, parks, and public services, recognizing that these elements must work together to support a high quality of life.

While I have not been directly involved in the formal comprehensive planning process, I have engaged with the Plan as a resident, small business owner, and parent by reviewing materials and following public discussions. I see firsthand how planning decisions affect neighborhoods, schools, and local businesses.

As a City Councilmember, I would view the Comprehensive Plan as a living document and support transparent, data-informed updates with meaningful community engagement to ensure it continues to reflect Tumwater’s evolving needs and values.

Page 3

To answer the following, please view the definitions of the Council committees and intergovernmental committees linked within each question.

Councilmembers serve on four different [Council committees](#) (Budget and Finance, General Government, Public Health and Safety, and Public Works). If you could choose to serve on two of these committees, which committees would you choose and why?

If given the opportunity, I would be most interested in serving on the Budget and Finance Committee and the Public Health and Safety Committee.

My experience as a small business owner has required ongoing budgeting, financial oversight, and responsible decision-making in a regulated environment. Serving on the Budget and Finance Committee would allow me to contribute a practical, fiscally responsible perspective while helping ensure City

resources are allocated efficiently and transparently.

I am also drawn to the Public Health and Safety Committee due to my long-standing involvement in Tumwater schools, youth programs, and community organizations. These experiences have reinforced the importance of safe neighborhoods, accessible services, and proactive approaches that support the well-being of residents. I would value the opportunity to support policies that strengthen public safety while balancing prevention, community engagement, and long-term sustainability.

Together, these committees align closely with my professional experience and community involvement, and I believe I could contribute thoughtfully and collaboratively to both.

There are several [intergovernmental committees](#) that Councilmembers currently participate on as representatives of the City of Tumwater. Which intergovernmental committees interest you the most and why?

I am particularly interested in serving on the Thurston County Economic Development Council and the Thurston County Emergency Medical Services Council.

The Thurston County Economic Development Council aligns closely with my experience as a small business owner. I understand the challenges local businesses face and the importance of sustainable economic growth that supports workers, families, and the broader community. Serving on this body would allow me to bring a practical, locally grounded perspective while helping strengthen Tumwater's role in the regional economy.

I am also interested in the Thurston County Emergency Medical Services Council because public health and safety are foundational to a strong community. My involvement in schools, youth programs, and community organizations has reinforced the importance of coordinated emergency services and accessible care. I would value the opportunity to support regional collaboration that ensures effective, responsive services for Tumwater residents.

In addition, I am open to serving on any intergovernmental committee where the City's needs are greatest. I would approach these roles with a collaborative mindset, a willingness to learn, and a strong commitment to representing Tumwater's interests.

This position is up for election in November, 2027. Do you intend to run for this elected position?

(o) Yes

Page 4

Appointment to the City Council will require your attendance at numerous regularly scheduled and special meetings, which occur in the evenings, on weekends, and during the weekday. Councilmembers also serve on Council committees, regional boards and commissions, and represent the City Council at community functions.

An estimate of the minimum number of hours dedicated to Council activities is 10 to 15 hours per week, but it varies from week to week with a variety of interjurisdictional meetings.

Are there limitations in your schedule or commitments that constrain your ability to participate as an

active member of the Tumwater City Council?

(O) No

Have you ever attended a meeting of the Tumwater City Council and if so, how many in the past year?

Yes, 1.

Have you ever watched a Tumwater City Council meeting on TV or the web? If so, about how many in the past year?

Yes, 2.

Have you testified before any local legislative body (city, county, port, etc.) on an issue of personal or public interest? If yes, please describe.

Yes. As a local small business owner, I have provided public comment and communicated with the Olympia City Council on issues affecting workers, families, small businesses and the broader community. These efforts have focused on sharing firsthand perspectives about how proposed policies and regulations impact day-to-day operations, employees, and customers.

In these settings, I aimed to be respectful, clear, and solutions-oriented—offering practical insight based on lived experience while recognizing the broader public interest. Participating in these processes has reinforced the importance of civic engagement, transparency, and open dialogue between elected officials and the community.

Page 5

The City of Tumwater has the following Diversity Policy Statement:

The City of Tumwater is a national leader in affirming the civil rights and innate dignity of all people, and encourages the free expression of all cultural traditions and personal talents for the social enrichment and betterment of the community. The City fosters its value for diversity throughout the community by creating an equitable, hospitable, appreciative, safe, and inclusive organizational culture for its employees, volunteers, programs, and services, because diversity:

- **strengthens workforce competence and performance;**
- **celebrates and values individual differences;**
- **serves an increasingly heterogeneous society;**
- **ensures the relevance of the City's Mission, programs and services; and**
- **is crucial to the City's ability to serve every citizen.**

The City welcomes employees, volunteers, program participants and customers of every race, ethnicity, national origin, ability, religion, sexual orientation, veteran status, age, gender, gender expression, and gender identity.

Describe how your core values relate to the City of Tumwater Diversity Policy Statement.

My core values strongly align with the City of Tumwater's Diversity Policy and its commitment to equity,

inclusion, and respect for the dignity of every individual. Throughout my professional and volunteer work, I have consistently prioritized creating environments where people feel welcomed, valued, and safe.

As a small business owner, I have worked with employees and customers from diverse backgrounds and identities. Creating a respectful, inclusive workplace has been essential to building a strong team and providing equitable service to the public. I value fair treatment, open communication, and policies that allow individuals to bring their full selves to their work and community.

My volunteer involvement in schools, youth programs, and community organizations has further reinforced the importance of inclusion and representation. Whether supporting students, coaching youth sports, or serving on boards focused on equity and community support, I have seen how inclusive practices strengthen trust, improve outcomes, and foster a sense of belonging.

I believe diversity strengthens communities by broadening perspectives, improving decision-making, and ensuring public services remain responsive to all residents. As a City Councilmember, I would approach policy decisions with empathy, openness, and a commitment to equity, ensuring that Tumwater's programs, services, and governance reflect and serve the full diversity of our community.

Please list three professional references (full name, title, company, and phone number).

Tristan Mundwiler, Lieutenant Paramedic, Olympia Fire Department, (360)359-3210

Nicole Butigan, Business Owner, Swing Wine Bar, (360)970-6680

Irina Razvina, Business owner/vocational counselor, Ability Vocational Consulting, (360)972-6373

Upload documents.

Resume Brandon Weedon, Resume.pdf

Cover Letter LOI, Brandon Weedon.pdf

Signature

Type your full name	Brandon Weedon	Date of application	12/21/2025
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Thank you,
City of Tumwater, WA

This is an automated message generated by Granicus. Please do not reply directly to this email.

Brandon Weedon
7047 Cavalier Loop SW
Tumwater, WA 98512

<u>Election Date</u>	<u>Election Type</u>	<u>Election Name</u>	<u>County</u>	<u>Voted Where</u>
				Total: 9
11/04/2025	General	GENERAL 2025	Thurston	
11/05/2024	General	GENERAL 2024	Thurston	
11/08/2022	General	GENERAL 2022	Thurston	
11/03/2020	General	GENERAL 2020	Thurston	
08/04/2020	Primary	PRIMARY 2020	Thurston	
11/05/2019	General	2019 General	Thurston	
11/06/2018	General	General Election	Thurston	
11/08/2016	General	General Election	Thurston	
08/02/2016	Primary	Primary	Thurston	



Candidate Ranking
(Circle One)

1 2 3 4 5 6 7

Optional Ranking Criteria

Name of Candidate: _____

Name of Rater: _____

Education & Experience

Knowledge of the City, Growth Management Act, Regional Planning Efforts

Writing and Speaking Skills

Ability to work with the current City Council

Community Involvement

How comfortable would you be having this individual represent the City Council at inter-jurisdictional meetings?

Community Vision/Philosophy

Motivation/Excitement Factor

Demonstrated Interest (Did they seek more information, ask questions, offer additional comments on questions?)

Dominic Davis

Grant Program Coordinator

503-477-0660

Davis.Dominic@outlook.com

Tumwater, WA

Dear Members of the Tumwater City Council,

I am writing to express my interest in serving on the City Council. I am motivated by a strong commitment to public service, transparent governance, and evidence-based policymaking that reflects the needs and values of our community.

For the past three years, I have worked at the Washington State Department of Commerce, where I have gained hands-on experience with government operations, interagency collaboration, and policy implementation. This role has strengthened my understanding of how local and state governments can work together effectively to support economic development, regulatory compliance, and long-term community resilience.

In addition to my professional experience, I served as Chair of the Thurston County Citizens' Commission on Salaries for Elected Officials. In this role, I worked closely with fellow commissioners to evaluate public-sector compensation issues, facilitate thoughtful public discussion, and make balanced recommendations grounded in fairness, fiscal responsibility, and public trust. This experience reinforced the importance of accountability, ethics, and clear communication in public leadership.

I hold a Bachelor's degree in Political Science from Oregon State University, with a focus on environmental and energy affairs. My academic background has shaped my interest in sustainable development, responsible resource management, and policies that support both economic vitality and environmental stewardship—priorities I believe are essential for effective local governance.

I would be honored to bring my experience, perspective, and dedication to public service to the Tumwater City Council. Thank you for your time and consideration. I welcome the opportunity to further discuss how my background and skills can contribute to the work of the Council and the well-being of our community.

Sincerely,

Dominic Davis

DOMINIC DAVIS

GRANT PROGRAM COORDINATOR

503-477-0660 | Davis.Dominic@outlook.com | Tumwater, WA

PROFESSIONAL SUMMARY

Grant program coordinator driven by results with robust experience in overseeing both state and federal funding programs. Skilled in grant writing, program development, budgeting, and compliance. Known for strategic planning, problem-solving, public outreach, and fostering grantee relationships.

WORK EXPERIENCE

Grant Program Coordinator, WA State Dept of Commerce, Energy Programs in Communities March 2023 - present

- Developed comprehensive grant programs aligning with state renewable energy policies and priorities.
- Coordinated grant application processes, ensuring compliance with federal and state regulations.
- Evaluated project outcomes to identify areas for improvement and enhance future grant opportunities.

Chairman, Citizens' Commission on Salaries for Elected Officials 2024

- Recommended salary adjustments for Thurston County officials based on thorough analysis.
- Chaired commission ensuring fair salary recommendations for elected positions.
- Facilitated town hall meetings to enhance public engagement in governance.
- Advocated successfully for salary increases across multiple county departments.

Administrative Assistant 3, WA State Dept of Commerce, Energy Programs in Communities 2022 – 2023

- Coordinated scheduling and logistics for both the unit and the Managing Director.
- Acted as unit records coordinator, managing public records requests for the unit and ensuring compliance with state law.
- Trained new administrative staff on office protocols, software systems, and onboarded all new unit employees.
- Maintained confidentiality of sensitive information by strictly adhering to state guidelines.

EDUCATION

Bachelor of Arts: Political Science – Energy & Environmental Affairs |
Oregon State University | 2023
Phi Beta Kappa Honor Society

SKILLS

Grant & Funding Management
Budget Development
Community Engagement

Compliance monitoring of State & Federal Law
Microsoft Office
Policy Procedures Expertise

From: clerksoffice@ci.tumwater.wa.us
To: [Clerks Office](#)
Subject: Application City Council
Date: Monday, December 22, 2025 11:19:54 AM

A new entry to a form/survey has been submitted.

Form Name: Application Form City Council Position 1
Date & Time: 12/22/2025 11:19 a.m.
Response #: 5
Submitter ID: 13900
IP address: 2601:603:5000:700:e455:12f0:4e11:7f4b
Time to complete: 16 min. , 31 sec.

Survey Details

Page 1

Dear Applicant:

Thank you for your interest in serving the Tumwater community as a member of the Tumwater City Council.

To be considered, applications must be completed, signed, and emailed to the [Clerk's Office](#), no later than noon (12:00 p.m.) on December 22, 2025.

Late applications will not be accepted. With the application, please submit a cover letter indicating your interest and general qualifications for the position. A resume of no more than two pages in length must also be attached. Council Position No. 1 interviews are scheduled for Saturday, January 10, 2026, at Tumwater City Hall. The Council is expected to appoint the position on January 20, 2026.

For further information or to request accommodation, please contact the Clerk's Office, at (360) 754-4139 or email ClerksOffice@ci.tumwater.wa.us.

Applicant information

Name	Dominic Davis	Email Address	davis.dominic@outlook.com
Mailing Address	2836 Fortner Dr SW, Unit B	City	Tumwater
State	WA	Zip Code	98512
Phone Number	5034770660	Date of application	12/21/2025

Eligibility to Hold Elective Office (RCW 35A.12.030): No person shall be eligible to hold elective office under the mayor-council plan unless the person is a registered voter of the city at the time of filing their declaration of candidacy and has been a resident of the city for a period of at least one year next preceding their election. Residence and voting within the limits of any territory which has been included in, annexed to, or consolidated with such city is construed to have been residence within the city. A mayor or councilmember shall hold within the city government no other public office or employment except as permitted under the provisions of chapter 42.23 RCW.

Also, as part of this process, frequency of voting over the last four elections will be verified with Thurston County.

Page 2

Are you a resident of the City of Tumwater?

(o) Yes

How long have you been a resident of the City of Tumwater?

3 years

How long have you lived at your current address?

3 years

If you have lived at your current address less than one year, please list your previous address and indicate how long you lived at that address.

Not answered

Why are you interested in serving as a Tumwater City Councilmember?

As a new father, and civil servant who has devoted his life to serving the public, I care deeply about the community that I live in and seeing it grow and prosper. I believe that I bring a wealth of experience that would be well suited to this position, managing millions of dollars in state funding and engaging directly with the community. By serving on the City Council I can help better my community, making it an even greater place to live and raise my daughter.

Describe any past community involvement and how this may have contributed to the Tumwater community.

Working at the Department of Commerce, I've helped distribute tens of millions of dollars in funding for renewable energy across the state of Washington, including right here in Tumwater. Additionally, I enjoy volunteering locally. Usually for trash cleanups, invasive fauna removal, and tree planting.

How has your background and experience prepared you for service on the Tumwater City Council?

I have worked at the Washington State Department of Commerce for three years now in its Energy Programs in Communities unit. I started as an the units Administrative Assistant, handling invoicing,

onboarding, public records requests, and scheduling. After a year I became a Grant Program Coordinator, setting up and managing Grant Programs that fund new renewable energy and grid resilience projects across the entire state. My team and I are responsible for managing tens of millions of dollars every year in both state and federal funding, distributing it out to dozens of different grantees.

Additionally, I served as the Chair of the Thurston County Citizens' Commission on Salaries for Elected Officials. I facilitated the meetings and discussions, engaged in public discussion, and successfully fought for salary increases for all elected positions in Thurston County.

Finally, I have a Bachelor's Degree in Political Science, with a focus in energy and environmental affairs. Working as a civil servant is what I have always wanted to do as it has always been important to me to give back to my community, and I believe serving on the City Council to be an excellent way to do so.

What are the three highest priorities you believe the City needs to address? How would you propose addressing these issues?

Affordable Housing, Renewable Energy and Energy Resilience, & Education.

Affordable Housing - Thurston County is above the national average in costs for housing and rent resulting in 22% of our residents are rent burdened. Additionally, according to Section 4.7 of the Housing Element, homelessness is again rising and there are at least 246 students in our school district that are homeless. If we look at Austin, Texas they managed to reduce rent and housing costs following a building boom. Doing so in Tumwater would mean opening up zoning for more apartment buildings and less for single family homes to reduce urban sprawl, which is one of the listed priorities of the City. If we are to keep up with the 70% population increase projected over the next ten years, it's important we start planning ahead now, while still preserving our beautiful local environment. One other possibility to consider is city funded housing to help lower housing prices. City funded housing could also be used to address the homeless crisis. By adopting a Housing First policy, Tumwater would be getting people into housing so they can get back on their feet faster and more permanently.

Renewable Energy and Energy Resilience - Currently 59% of Tumwater's electricity comes from coal and natural gas. If we are to meet the greenhouse gas reduction goals as laid out in the Clean Energy Transformation Act (CETA), which aims to free Washington of all greenhouse gas emissions by 2045, it is imperative that every city in the state do its part to increase renewable energy production. I would propose funding of large scale renewable energy projects within Tumwater. If we can help fund renewable energy projects in our city, particularly large scale with utilities like Puget Sound Energy, we can reduce our reliance on greenhouse gases while simultaneously creating new green jobs in our community. This can be accomplished through municipal bonds or green banks for large scale projects or through a Public-Private Partnership.

Education - Thurston County and Tumwater are home to some of the best schools in the state. However, with a large and continuous influx of students, it's important that we do not allow our schools and teachers to become overburdened. Additionally, we could provide student lunches for free, thereby easing what could be a large burden on working families and ensuring students get proper nutrition. Students are required to be at schools by law, the least we can do is make sure everyone is provided for. Investing in our schools is the most important and valuable way we can invest in our futures. By assisting the Tumwater School District with the creation of additional schools and ensuring our students are well fed, we can ensure a bright future for all students.

What are your impressions of [Tumwater's Comprehensive Plan](#), its goals, and policies? Have you been involved with the City's comprehensive planning process? If so, state the nature of your involvement

and your assessment of the process.

I greatly approve of Tumwater's Comprehensive Plan. I feel that it is well balanced and addresses Tumwater's needs, as I briefly addressed in the above question. I believe that Tumwater is moving in the right direction in more or less all areas by balancing the need for growth with conservation and public opinion. For example when looking at the Housing Element, Tumwater implemented a hearing examiner to streamline the development and permitting process, thus reducing undue economic burdens, while still taking into account public opinions. Furthermore while opening up zoning for residential development is vital, it is also important we do not wipe out the nature that makes the Pacific Northwest the incredible place to live that it is. I believe that there are other policies that the City of Tumwater should consider when moving forward, and some that can be expanded upon, but as a whole I am impressed with Tumwater's Comprehensive Plan.

Page 3

To answer the following, please view the definitions of the Council committees and intergovernmental committees linked within each question.

Councilmembers serve on four different [Council committees](#) (Budget and Finance, General Government, Public Health and Safety, and Public Works). If you could choose to serve on two of these committees, which committees would you choose and why?

General Government and Public Works. I believe that I bring a good all around basis of knowledge for various governmental affairs, between my degree in Political Science, working for the Department of Commerce's Energy Department, and having served on the Thurston County Citizens Commission for Public Salaries.

I would also choose Public Works because I am familiar with reading through scope of works and numerous other documents from project proposals for grant funding. I believe the knowledge from my position as a Grant Program Coordinator would fit into this committee well.

There are several [intergovernmental committees](#) that Councilmembers currently participate on as representatives of the City of Tumwater. Which intergovernmental committees interest you the most and why?

This one is difficult as there are so many options that I would love to serve on. The ones that immediately catch my eye however are Alliance For A Healthy South Sound Council, Thurston Climate Mitigation Plan Steering Committee, and the Law and Justice Council.

The Alliance For A Healthy South Sound Council & Thurston Climate Mitigation Plan Steering Committee are both what fit perfectly into my professional and educational expertise. I would be able to bring state level expertise to the committee's and a strong passion for environmental justice and conservation.

The Law and Justice Council also sounds particularly interesting due to its importance in the community and the possibility of implementing new and effective initiatives to reduce crime in our communities. Serving on this committee could help to increase police engagement with the community and reduce crime through community outreach efforts.

This position is up for election in November, 2027. Do you intend to run for this elected position?

(o) Yes

Page 4

Appointment to the City Council will require your attendance at numerous regularly scheduled and special meetings, which occur in the evenings, on weekends, and during the weekday. Councilmembers also serve on Council committees, regional boards and commissions, and represent the City Council at community functions.

An estimate of the minimum number of hours dedicated to Council activities is 10 to 15 hours per week, but it varies from week to week with a variety of interjurisdictional meetings.

Are there limitations in your schedule or commitments that constrain your ability to participate as an active member of the Tumwater City Council?

(o) No

Have you ever attended a meeting of the Tumwater City Council and if so, how many in the past year?

No

Have you ever watched a Tumwater City Council meeting on TV or the web? If so, about how many in the past year?

No

Have you testified before any local legislative body (city, county, port, etc.) on an issue of personal or public interest? If yes, please describe.

No

Page 5

The City of Tumwater has the following Diversity Policy Statement:

The City of Tumwater is a national leader in affirming the civil rights and innate dignity of all people, and encourages the free expression of all cultural traditions and personal talents for the social enrichment and betterment of the community. The City fosters its value for diversity throughout the community by creating an equitable, hospitable, appreciative, safe, and inclusive organizational culture for its employees, volunteers, programs, and services, because diversity:

- **strengthens workforce competence and performance;**
- **celebrates and values individual differences;**
- **serves an increasingly heterogeneous society;**
- **ensures the relevance of the City's Mission, programs and services; and**
- **is crucial to the City's ability to serve every citizen.**

The City welcomes employees, volunteers, program participants and customers of every race, ethnicity, national origin, ability, religion, sexual orientation, veteran status, age, gender, gender expression, and gender identity.

Describe how your core values relate to the City of Tumwater Diversity Policy Statement.

My core values strongly align with the City of Tumwater's commitment to affirming the civil rights, dignity, and inherent worth of all people. I believe that local government is most effective when it actively creates spaces where every individual feels respected, safe, and empowered to participate fully in civic life. Diversity is not only a moral imperative, but a practical strength that enhances decision-making, public trust, and community resilience.

Throughout my career in public service, I have seen how inclusive, equitable policies lead to stronger outcomes for both institutions and the people they serve. My work at the Washington State Department of Commerce has reinforced the importance of serving an increasingly diverse population with fairness, cultural awareness, and accountability, while ensuring that public programs remain relevant and accessible to all communities.

As Chair of the Thurston County Citizens' Commission on Salaries for Elected Officials, I worked to ensure that recommendations were grounded in equity, transparency, and respect for the public interest. That experience strengthened my belief that good governance requires listening to diverse perspectives and valuing the lived experiences that community members bring to the table.

My academic background in political science, with a focus on environmental and energy affairs, further shaped my understanding of how inclusive policymaking supports long-term sustainability and shared prosperity. Communities thrive when differences are recognized as assets, individual talents are encouraged, and public institutions are responsive to the full spectrum of residents they serve.

I share the City of Tumwater's belief that diversity strengthens workforce performance, celebrates individual differences, and is essential to fulfilling the City's mission. I am committed to supporting an organizational culture and community environment that is equitable, hospitable, appreciative, and inclusive of people of all races, ethnicities, abilities, religions, sexual orientations, gender identities and expressions, ages, and backgrounds. I view this commitment as fundamental to effective leadership and to serving every citizen with dignity and respect.

Please list three professional references (full name, title, company, and phone number).

Stephanie Molloy - Assistant Managing Director, Energy Programs in Communities Unit, WA Dept of Commerce. (360) 725-3152 - Stephanie.Molloy@commerce.wa.gov

Jacqueline West - Former Renewable Energy Section Supervisor, Energy Programs in Communities Unit, WA Dept of Commerce. JacquelineKWest@gmail.com

Mark Meek - Oregon State Senator - (503) 986-1720 - Sen.MarkMeek@oregonlegislature.gov

Upload documents.

Resume

Resume_Dominic_Davis.docx

Cover Letter

Dominic Davis Cover Letter.docx

Signature

Type your full name

Dominic Isaiah Davis

Date of application

12/22/2025

Thank you,

City of Tumwater, WA

This is an automated message generated by Granicus. Please do not reply directly to this email.

Dominic Davis
2836 Fortner Drive SW, Unit B
Tumwater, WA 98512

<u>Election Date</u>	<u>Election Type</u>	<u>Election Name</u>	<u>County</u>	<u>Voted Where</u>
				Total: 4
11/04/2025	General	GENERAL 2025	Thurston	
11/05/2024	General	GENERAL 2024	Thurston	
02/13/2024	Special	February Special	Thurston	
11/08/2022	General	GENERAL 2022	Thurston	



Candidate Ranking
(Circle One)

1 2 3 4 5 6 7

Optional Ranking Criteria

Name of Candidate: _____

Name of Rater: _____

Education & Experience

Knowledge of the City, Growth Management Act, Regional Planning Efforts

Writing and Speaking Skills

Ability to work with the current City Council

Community Involvement

How comfortable would you be having this individual represent the City Council at inter-jurisdictional meetings?

Community Vision/Philosophy

Motivation/Excitement Factor

Demonstrated Interest (Did they seek more information, ask questions, offer additional comments on questions?)

JOY N. JOHNSTON

520 North Street SE, Tumwater WA 98501 • P: 206.351.4740
E: joyjohnston@gmail.com • W: www.mojostrategies.com

December 22, 2025

City of Tumwater
555 Israel Road SW
Tumwater, WA 98501

Dear Mayor and Council,

Thank you for the opportunity to apply for Position No. 1 on the Tumwater City Council. I have devoted my career to helping municipalities build strong, effective relationships with the people they serve, and it would be a true honor to put that experience and passion to work for my own community.

My consulting firm, Mojo Strategies, is recognized for innovation in community outreach and civic engagement. We partner with public agencies to develop clear, inclusive, and effective communications strategies that support complex policy and infrastructure initiatives. Recent clients include the cities of Monroe, Tenino, Sammamish, Kirkland, Kenmore, Duvall, Bothell, and Normandy Park, as well as the Port of Olympia, Northshore Utility District, Peninsula Metropolitan Park District, and Snohomish Health District. My work has ranged from overhauling communications programs to leading outreach for multi-year, \$100+ million development and environmental cleanup projects.

I am currently under contract with the City of Tumwater, providing services related to the brewery properties and the Planned Action Environmental Impact Statement (EIS). If selected for the Position No. 1 City Council seat, I am fully prepared to conclude that contract to avoid any potential conflict of interest. The thoughtful improvement and redevelopment of the brewery properties is deeply important to me, and I am committed to investing my time, energy, and skills to help bring the community's vision to life in whatever role is most appropriate.

My husband and I love living in Tumwater and raising our children here. We value the city's close-knit community, rich history, and extraordinary natural setting. Tumwater is already a special place, and it also has tremendous potential for the future. Meeting that potential will require collaborative, transparent, and forward-thinking leadership. Thank you for considering my application and for the work you do on behalf of our community.

Sincerely,



Joy N. Johnston

JOY N. JOHNSTON, MPA

SUMMARY OF QUALIFICATIONS

- Accomplished public relations and communications professional with 20 years of experience specializing in local government.
- Deep expertise in community outreach and civic engagement for complex, multi-year revitalization, infrastructure, and environmental projects.
- Recognized for designing and leading innovative, effective communications programs across digital, print, media, and in-person channels.
- Proven ability to translate highly technical and sensitive issues into clear, accessible messaging for diverse audiences.
- Based in Tumwater, Washington.



EDUCATION

Master of Public Administration (2009)

The University of Washington, Evans School of Public Affairs – Seattle, WA

Bachelor of Arts, Social Sciences (Law, Politics & Economy) (2006)

The University of Washington – Seattle, WA

PROFESSIONAL EXPERIENCE

Public Relations Consultant/CEO, Mojo Strategies | *June 2012 – Present*

Founder and principal of a communications consulting firm serving public agencies and private developers throughout Washington State. Provide strategic counsel, program leadership, and hands-on implementation for high-profile, high-impact initiatives.

Representative clients: Cities of Monroe, Tenino, Tumwater, Sammamish, Kirkland, Kenmore, Duvall, Normandy Park, Bothell; Port of Olympia; Northshore Utility District; Peninsula Metropolitan Park District; Snohomish Health District; Mack Urban Investment and Development; Roosevelt Development Group; Daniels Real Estate.

- **Port of Olympia** (2022-2024): Lead public outreach for a multi-year, multimillion-dollar effort to clean up historic industrial contamination and restore habitat in Budd Inlet.
- **City of Monroe** (2022-Present): Direct citywide communications strategy, including outreach for a \$17 million municipal campus project and a 10-year Transportation Benefit District tax approved by voters in November 2023.
- **City of Kirkland** (2016-Present): Served as interim Communications Program Manager during four staff transitions (more than two years total), overseeing all external

communications including website, newsletters, social media, and media relations. Continue to provide strategic support for high-profile and sensitive initiatives, including homelessness response.

- **More information:** www.mojostrategies.com.

Public Information Officer, City of Bothell | *April 2010 – May 2012*

Led all communications for a city of approximately 41,500 residents. Managed the city's comprehensive communications program, including media relations, marketing, social media, websites, publications, public events, emergency communications, and cable television.

Key accomplishments:

- Led marketing and outreach efforts supporting downtown revitalization, helping attract more than \$200 million in private investment.
- Built strong working relationships with local, regional, and national media outlets.
- Developed the city's social media program, including policies and long-term strategy.
- Served on the Executive Leadership Team, contributing to strategic planning, public policy development, legislative agenda setting, and city council relations.
- Partnered across departments to translate complex technical information into clear, engaging public communications.

Communications Coordinator, City of Mercer Island | *February 2005 – March 2010*

Sole communications professional for a city of approximately 22,000 residents. Established the Communications Coordinator position and built the city's communications program from the ground up.

Responsibilities included:

- Developing and implementing citywide public outreach strategy.
- Producing weekly and quarterly publications.
- Managing website content and strategy.
- Launching the city's social media presence and policies.
- Supporting outreach for capital projects, emergency preparedness, sustainability, and conservation initiatives.
- Serving as the city's public spokesperson in television and radio interviews.
- Planning and facilitating public meetings ranging from 10 to 500 participants.

COMMUNITY AND CIVIC ACTIVITIES

Website Lead, Procession of the Species | *2023 – Present*

Manage the website and serve in the “inner circle” for the annual Procession of the Species. The Procession takes place in downtown Olympia, is powered by over 100 community volunteers, and has evolved into Puget Sound's largest annual Earth Day event.

2nd Vice Chair, Board of Directors, O Bee Credit Union | *2020-2023*

Served on the Board of Directors for O Bee Credit Union. O Bee was founded in 1955 to serve Olympia Brewery workers and their families. Today, O Bee has seven branches and over 30,000 members and is one of the fastest growing financial institutions in the country.

APPLICATION FORM
CITY OF TUMWATER
COUNCILMEMBER POSITION NO. 1

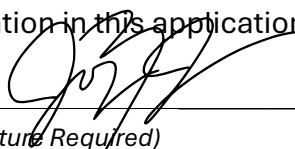
Name: Joy Johnston Email: joynjohnston@gmail.com

Home Address: 520 North St SE Tumwater WA 98501 United States

Mailing Address (if different): _____

Home Phone: (206) 351-4740 Work Phone: (206) 351-4740

I certify the information in this application is truthful and accurate.

Signature:  Date: 12/22/25
(Signature Required)

Eligibility to Hold Elective Office (RCW 35A.12.030): No person shall be eligible to hold elective office under the mayor-council plan unless the person is a registered voter of the city at the time of filing their declaration of candidacy and has been a resident of the city for a period of at least one year next preceding their election. Residence and voting within the limits of any territory which has been included in, annexed to, or consolidated with such city is construed to have been residence within the city. A mayor or councilmember shall hold within the city government no other public office or employment except as permitted under the provisions of chapter 42.23 RCW.

Also, as part of this process, frequency of voting over the last four elections will be verified with Thurston County.

- a. Are you a resident of the City of Tumwater? Yes ☒ No ☐
- b. How long have you been a resident of the City of Tumwater? since July 2016
- c. How long have you lived at your current address? since July 2016

- d. If you have lived at your current address less than one year, please list your previous address and indicate how long you lived at that address:

Previous address: _____

Length of time at previous address: _____

Please respond to the following questions regarding your interest in the position of Councilmember for the City of Tumwater.

1. Why are you interested in serving as a Tumwater City Councilmember?

I care deeply about our community, and with more than 20 years of experience serving municipalities, I would be honored to contribute my skills and insight in service of Tumwater's future.

2. Describe any past community involvement and how this may have contributed to the Tumwater community.

I currently volunteer with the Procession of the Species, an annual community celebration that brings together thousands of people to honor and celebrate our natural world. I serve on the event's core organizing team and manage the official website, procession.org. The Procession strengthens connections across the Olympia–Lacey–Tumwater region while also contributing to the local economy. In addition, I previously served on the Board of Directors for O Bee Credit Union, which was founded in 1955 to serve Olympia Brewery workers and their families.

3. How has your background and experience prepared you for service on the Tumwater City Council?

I have worked closely with city councils and municipal staff across Washington, supporting complex policy decisions, capital projects, and community engagement efforts that require transparency, collaboration, and sound governance. Through my professional work—including current involvement with Tumwater's brewery properties and Planned Action EIS—I have a strong understanding of how cities operate and how council decisions translate into real outcomes for residents. As a Tumwater resident and parent, I am deeply invested in this community and ready to contribute practical experience and thoughtful leadership to help strengthen Tumwater's future.

4. What are the three highest priorities you believe the City needs to address? How would you propose addressing these issues?

1. Brewery Property Redevelopment: Since the Olympia Brewery closed in 2003, the vacant and deteriorating buildings have continued to decline. At the same time, these properties hold extraordinary potential due to their proximity to I-5, the Deschutes River and Tumwater Falls, and their direct connection to the State Capitol. Tumwater has a rare opportunity to transform this long-neglected site into a vibrant destination that serves our community and strengthens the entire region.
2. Homelessness: Tumwater can play a meaningful regional role in addressing homelessness by supporting the development of affordable housing, collaborating with regional partners to provide critical social and behavioral health services, and working closely with public safety to build coordinated, compassionate, and effective solutions.
3. Equity and Belonging: Tumwater is a strong and welcoming community, and it is essential that all residents feel safe, respected, and that they truly belong here. Throughout my career, I have been committed to advancing diversity, equity, and inclusion by identifying and reducing both intentional and unintentional barriers in public processes and communications. I have conducted equity-focused research in support of Tumwater's equity council, and I am eager to continue investing time and leadership in this important work for our community.

5. What are your impressions of [Tumwater's Comprehensive Plan](#), its goals, and policies?

Have you been involved with the City's comprehensive planning process? If so, state the nature of your involvement and your assessment of the process.

Over my career, I have been intimately involved with comp plan updates for various cities and have supported many related public engagement processes. I am most familiar with Tumwater's subarea plans and look forward to engaging more with the full Comprehensive Plan as several updates are slated for 2026. In my experience, a strong comprehensive plan reflects the community's priorities while maintaining the flexibility needed to respond to future challenges and opportunities.

6. To answer the following, please view the definitions of the Council committees and intergovernmental committees linked within each question:

- a. Councilmembers serve on four different [Council committees](#) (Budget and Finance, General Government, Public Health and Safety, and Public Works). If you could choose to serve on two of these committees, which committees would you choose and why?

I would choose the Public Health and Safety Committee and the Public Works Committee since these committees relate to the high priority issues as explained above.

- b. There are several [intergovernmental committees](#) that Councilmembers currently participate on as representatives of the City of Tumwater. Which intergovernmental committees interest you the most and why?

I would be most interested in participating on the Thurston EDC, TRPC, and the Tumwater LTAC since these committees/partners are vital for brewery redevelopment. However, I am happy to serve on any committee as needed to ensure Tumwater representation.

7. This position is up for election in November 2027. Do you intend to run for this elected position? Yes ☒ No ☐
8. Appointment to the City Council will require your attendance at numerous regularly scheduled and special meetings, which occur in the evenings, on weekends, and during the weekday. Councilmembers also serve on Council committees, regional boards and commissions, and represent the City Council at community functions.

An estimate of the minimum number of hours dedicated to Council activities is 10 to 15 hours per week, but it varies from week to week with a variety of interjurisdictional meetings. Are there limitations in your schedule or commitments that constrain your ability to participate as an active member of the Tumwater City Council?

Yes ☐ No ☒ If so, please describe.

9. a. Have you ever attended a meeting of the Tumwater City Council? Yes ☒ No ☐
If yes, about how many meetings you attended in the past year. 3 or 4 online, have attended 100+ council meetings of other cities over my lifetime
- b. Have you ever watched a Tumwater City Council meeting on TV or the web? Yes ☒
No ☐ If yes, about how many meetings you watched in the past year. have watched about 10 recordings in the last year
- c. Have you testified before any local legislative body (city, county, port, etc.) on an issue of personal or public interest? Yes ☐ No ☒ If yes, please describe:
-

10. The City of Tumwater has the following Diversity Policy Statement:

The City of Tumwater is a national leader in affirming the civil rights and innate dignity of all people, and encourages the free expression of all cultural traditions and personal talents for the social enrichment and betterment of the community. The City fosters its value for diversity throughout the community by creating an equitable, hospitable, appreciative, safe, and inclusive organizational culture for its employees, volunteers, programs, and services, because diversity:

- strengthens workforce competence and performance;
- celebrates and values individual differences;
- serves an increasingly heterogeneous society;
- ensures the relevance of the City’s Mission, programs and services; and
- is crucial to the City’s ability to serve every citizen.

The City welcomes employees, volunteers, program participants and customers of every race, ethnicity, national origin, ability, religion, sexual orientation, veteran status, age, gender, gender expression, and gender identity.

Describe how your core values relate to the City of Tumwater Diversity Policy Statement.

As mentioned above, throughout my career, I have been committed to advancing diversity, equity, and inclusion by identifying and reducing both intentional and unintentional barriers in public processes and communications. I have ~~conducted equity-focused research in support of Tumwater’s equity council, and I am eager to continue investing time and~~ leadership in this important work for our community. I believe every person has inherent value and deserves equitable access to opportunity and resources, which requires ongoing vigilance, compassion, and meaningful action.

Please list three professional references (full name, title, company, and phone number).

1. Scott MacColl, City of Sammamish, City Manager
206-561-5948 | smaccoll@sammamish.us
2. Deborah Knight, City of Monroe, City Administrator
360-913-0875 | dknight@monroewa.gov
3. James Lopez, City of Kirkland, Deputy City Manager, External Affairs
425-587-3001 | jlopez@kirklandwa.gov

Joy Johnston
520 North St SE
Tumwater, WA 98501

<u>Election Date</u>	<u>Election Type</u>	<u>Election Name</u>	<u>County</u>	<u>Voted Where</u>
				Total: 47
11/04/2025	General	GENERAL 2025	Thurston	
08/05/2025	Primary	PRIMARY 2025	Thurston	
04/22/2025	Special	April Special	Thurston	
11/05/2024	General	GENERAL 2024	Thurston	
08/06/2024	Primary	PRIMARY 2024	Thurston	
03/12/2024	Presidential Primary	Presidential Primary	Thurston	
02/13/2024	Special	February Special	Thurston	
11/07/2023	General	GENERAL 2023	Thurston	
08/01/2023	Primary	PRIMARY 2023	Thurston	
04/25/2023	Special	April Special	Thurston	
11/08/2022	General	GENERAL 2022	Thurston	
08/02/2022	Primary	PRIMARY 2022	Thurston	
02/08/2022	Special	February Special	Thurston	
11/02/2021	General	GENERAL 2021	Thurston	
08/03/2021	Primary	PRIMARY 2021	Thurston	
11/03/2020	General	GENERAL 2020	Thurston	

<u>Election Date</u>	<u>Election Type</u>	<u>Election Name</u>	<u>County</u>	<u>Voted Where</u>
08/04/2020	Primary	PRIMARY 2020	Thurston	
03/10/2020	Presidential Primary	Presidential Primary	Thurston	
02/11/2020	Special	February Special	Thurston	
11/05/2019	General	2019 General	Thurston	
08/06/2019	Primary	2019 Primary	Thurston	
11/06/2018	General	General Election	Thurston	
08/07/2018	Primary	Primary	Thurston	
02/13/2018	Special	February Special Election	Thurston	
11/07/2017	General	General Election	Thurston	
08/01/2017	Primary	Primary	Thurston	
11/08/2016	General	General Election	Thurston	
08/02/2016	Primary	Primary	Thurston	
05/24/2016	Primary	Presidential Primary	Thurston	
02/09/2016	Special	February Special Election	Thurston	
11/03/2015	General	General Election	Thurston	
08/04/2015	Primary	Primary	Thurston	
11/04/2014	General	General Election	Thurston	
08/05/2014	Primary	Primary	Thurston	
02/11/2014	Special	February Special Election	Thurston	

<u>Election Date</u>	<u>Election Type</u>	<u>Election Name</u>	<u>County</u>	<u>Voted Where</u>
11/06/2012	General	General Election	King	
08/07/2012	Primary	Primary	King	
11/08/2011	General	General Election	King	
08/16/2011	Primary	Primary	King	
11/02/2010	General	General Election	King	
08/17/2010	Primary	Primary	King	
02/09/2010	Special	February Special Election	King	
08/18/2009	Primary	Primary	King	
02/03/2009	Special	February Special Election	King	
11/04/2008	General	General Election	King	
08/19/2008	Primary	Primary	King	
11/02/2004	General	2004 General	King	



Candidate Ranking
(Circle One)

1 2 3 4 5 6 7

Optional Ranking Criteria

Name of Candidate: _____

Name of Rater: _____

Education & Experience

Knowledge of the City, Growth Management Act, Regional Planning Efforts

Writing and Speaking Skills

Ability to work with the current City Council

Community Involvement

How comfortable would you be having this individual represent the City Council at inter-jurisdictional meetings?

Community Vision/Philosophy

Motivation/Excitement Factor

Demonstrated Interest (Did they seek more information, ask questions, offer additional comments on questions?)

Douglas J. McClanahan

Summary of Qualifications

Engineering and Planning Experience

Moving projects forward often requires effective influence and consensus building among groups that have not always seen things in the same light. Many of the roles I have taken over the decades have allowed me to develop these and other important soft skills.

In recognition that many planning and engineering functions interrelate, I have developed a unique and diverse work history. Included are: Planning, Programming, Maintenance, Public Transportation, Traffic Operations, Traffic Analysis, Design, and Construction. These were all opportunities to work with Federal Highways (FHWA), Regional Transportation Planning Organizations (RTPO), Metropolitan Planning Organizations (MPO), the Washington Traffic Safety Commission, Ferries, numerous cities, counties, states, and other organizations such as tribal governments and numerous consultants and contractors.

It is this diverse work history that has provided me with a well-rounded perspective and the ability to find common ground and consensus. Combined with a high level of current technical skills, I'm uniquely able to help develop teams and deliver projects and commitments better than simply on time and on budget.

Professional Experience

WSDOT HQ Traffic Office, 7/06-7/24

- Served as both the State Traffic Analysis Engineer and State Delineation and Markings Engineer
- Supervised HQ and Region Traffic Analysis positions
- Assisted the State Traffic Design and Operations Engineer
- Maintained Standard Plans, Standard Specifications, and policy for roadway delineation
- Served as the state microsimulation modeling and roadway delineation SME
- Managed all state traffic analysis software and Maintenance delineation materials contracts
- Reviewed and provided official concurrence for Access Revision Reports and other traffic analysis efforts
- Evaluated all new analysis software and delineation hardware for potential use within the state
- Managed traffic analysis policy via the Design Manual and the Traffic Analysis web pages

WSDOT Strategic Planning and Programming, 12/04-7/06

- Assisted in developing the Washington Transportation Plan

WSDOT Olympic Region, Lacey Project Engineer's Office, 12/03-12/04

- Performed quantity calculations in support of PS&E preparation
- Assisted in scoping project needs and costs
- Researched design requirements
- Prepared deviation requests
- Performed asphalt and mineral aggregate laboratory tests
- Performed soil and asphalt field density tests
- Conducted project inspection

WSDOT HQ Design Office, 6/01-12/03

- Developed and recommended design policies, guidelines, and standards – with emphasis on roadside safety hardware (*Design Manual*, *Standard Plans*, *Standard Specifications*)
- Provided guidance and interpreted policies in assisting project development staff
- Performed research and analysis in relation to highway safety issues
- Performed safety analysis - including crash prediction
- Developed working and research papers for presentation and national review
- Represented the Design Office in focus groups, committees, and task forces
- Reviewed PS&E and Access Point Decision Reports (Interchange Justification Reports)
- Trained WSDOT staff on roadside safety policy and design

Professional
Experience
(Continued)

WSDOT Olympic Region, Traffic Office, 1/99-6/01

- Supervised and performed the traffic analysis portion of Design Reports and the transportation section of Environmental Impact Statements for state projects
- Performed traffic analyses for corridors, work zones, special events, and PS&E
- Coordinated the traffic analysis activity of the Mobility Program
- Reviewed developer and other outside agency traffic analyses

WSDOT HQ Public Transportation and Rail, 6/97-1/99

- Managed the Commute Trip Reduction (CTR) Program database development - including design and construction
- Assisted in the construction of a database that calculated changes in regional travel characteristics resulting from the Commute Trip Reduction law
- Assisted in the development of other program databases
- Responded to data requests from multiple agencies regarding CTR program data

WSDOT HQ Transportation Planning Office, 6/94-6/97

- Managed MPOs and RTPs to ensure compliance with state and federal requirements
- Reviewed and recommend for approval/disapproval agreements, contracts, and supplements
- Reviewed Environmental Impact Statements to ensure Transportation Demand Management and Transportation System Management (TDM and TSM) alternatives were considered and that technical planning methods were adequately and appropriately applied
- Assisted WSDOT regional offices by performing alternatives analyses using travel demand models in support of Regional and Metropolitan Transportation Plan updates
- Managed and conducted origin/destination studies in support of Regional and Metropolitan Transportation Plan updates
- Managed the development of a WSDOT Travel Demand Forecasting guide
- Designed, constructed, and implemented the WSDOT Planning Office Internet Homepage

S. CHAMBERLAIN & ASSOCIATES, 1/94-6/94

- Conducted Traffic Impact Analyses
- Designed residential developments including roads, utilities, and stormwater facilities

WSDOT HQ Traffic Safety and Operations (Governor's Intern) 6/92-9/92

- Coordinated with state and local agencies regarding the Corridor Safety Program
- Functioned as a technical assistant for the state-wide Corridor Safety Program
- Assisted in the planning and development of corridor programs for future implementation
- Conducted research and analysis of crash data related to past traffic safety improvements

Whatcom Transportation Authority 9/91-6/92

- Assisted in developing the WTA's six year Comprehensive Transportation Plan
- Developed summer youth and student pass programs
- Planned and implemented advertising for various marketing projects
- Analyzed motor vehicle excise and sales tax data to determine future revenue trends

Thurston County Public Works Storm Water Division, 6/90-9/91

- Performed hydrological studies of watersheds
- Created maps of hydrological study areas and watershed boundary adjustments
- Assisted in the design of a solid waste storage building

Education

Western Washington University, Bellingham, WA Degree: BA, 1993

- Major: Urban and Regional Planning

South Puget Sound CC, Tumwater, WA Degree: AA, 1991

- Major: Engineering

Accreditation

Engineer in Training (E.I.T./F.E.)

From: [gtolds](#)
To: [Tracie Core](#)
Subject: RE: Position No. 1 City Council
Date: Saturday, December 27, 2025 10:16:32 AM

Cover letter and resume data are not as value ad these days as they used to be. Any AI can produce them and the traditional requirements of "letters" to help a city move forward are not well correlated with success (but i do have a BA in urban and regional planning from the Huxley college of environmental studies). Look at the city of Olympia, for example. They've had developers, lawyers, environmental experts etc. and Tumwater is simply a better place to live while Olympia has the state's largest issue with the un-housed (a term I use under protest but I'm willing to conform where the cost is low).

I interned under the city of Lacey (planning) and the Whatcom Transit Authority and again, Tumwater's approach to running the bureaucratic machine is far better. Anyway, as a professional, I worked with every major and minor city and town in the state so I have a pretty clear picture of what works and what doesn't regarding a host of issues.

I like Tumwater. That's why I live here instead of any other city in the state (and I'm in a position to choose). I'm not alone in this opinion. Ask anyone if they'd rather live in Lacey or Olympia when they could live in Tumwater and it validates this point about resumes and cover letters of leadership. The other two are stacked with letters (and influence).

What's really important is that the new person build on the successes, avoids mirroring the neighbors too closely, or upsets existing local apple carts... while being collaborative with the agency neighbors and private partners; always with the perspective of the electorate, front and center.

Feel free to use this as a cover letter and resume.

PS

I believe you should extend the application period one week past the holidays as many candidates were out of town and potentially out of range for electronic communication. Like me.

Sent from my Galaxy

----- Original message -----

From: Tracie Core <TCore@ci.tumwater.wa.us>
Date: 12/18/25 4:44 PM (GMT-08:00)
To: Dj Mac <gtolds@yahoo.com>
Cc: Melody Valiant <MValiant@ci.tumwater.wa.us>
Subject: RE: Position No. 1 City Council

Good afternoon Mr. McClanahan,

We noticed in reviewing your application for the Council Position No. 1, that it was submitted without a cover letter and a resume. Please submit both documents before the submission deadline on Monday, December 22, 2025, at 12:00 p.m. so we can add them to your application.

Thank you,

Tracie Core



Tracie Core

Deputy City Clerk

City of Tumwater, Administrative Services Department

555 Israel Road SW | Tumwater, WA 98501

O 360-252-5478 | 360-754-4139

TCore@ci.tumwater.wa.us | www.ci.tumwater.wa.us

From: Tracie Core

Sent: Tuesday, December 9, 2025 8:03 AM

To: 'Dj Mac' <gtolds@yahoo.com>

Cc: Melody Valiant <MValiant@ci.tumwater.wa.us>

Subject: RE: Position No. 1 City Council

Thank you for your interest in Council Position No. 1, for the City of Tumwater. Your application has been received.

Sincerely,

Tracie Core



Tracie Core

Deputy City Clerk

City of Tumwater, Administrative Services Department

555 Israel Road SW | Tumwater, WA 98501

O 360-252-5478 | 360-754-4139

TCore@ci.tumwater.wa.us | www.ci.tumwater.wa.us

From: Dj Mac <gtolds@yahoo.com>

Sent: Monday, December 8, 2025 6:32 PM

To: Clerks Office <ClerksOffice@ci.tumwater.wa.us>

Subject: Position No. 1 City Council

For your consideration, please see attached.

Thank you.

Doug McClanahan

360-584-6158 (text before calling please)



Dear applicant:

Thank you for your interest in serving the Tumwater community as a member of the Tumwater City Council.

To be considered, applications must be completed, signed, and emailed to the [Clerk's Office](#), **no later than noon (12:00 p.m.) on December 22, 2025. Late applications will not be accepted.** With the application, please submit a cover letter indicating your interest and general qualifications for the position. A resume of no more than two pages in length must also be attached. Council Position No. 1 interviews are scheduled for Saturday, January 10, 2026, at Tumwater City Hall. The Council is expected to appoint the position on January 20, 2026.

For further information or to request accommodation, please contact the Clerk's Office, at (360) 754-4139.

Tumwater City Hall | 555 Israel Road SW | Tumwater, WA 98501 | 360-754-5855

APPLICATION FORM
CITY OF TUMWATER
COUNCILMEMBER POSITION NO. 1

Name: Doug McClanahan _____ Email: _gtolds@yahoo.com _____

Home Address: 3506 Hawthorne Place SE, Tumwater, WA, 98501 _____

Mailing Address (if different): _____

Home Phone: 3605846158 _____ Work Phone: _____

I certify the information in this application is truthful and accurate.

Signature: Doug McClanahan _____ Date: 12/8/2025 _____ (Signature

Required)

Eligibility to Hold Elective Office (RCW 35A.12.030): No person shall be eligible to hold elective office under the mayor-council plan unless the person is a registered voter of the city at the time of filing their declaration of candidacy and has been a resident of the city for a period of at least one year next preceding their election. Residence and voting within the limits of any territory which has been included in, annexed to, or consolidated with such city is construed to have been residence within the city. A mayor or councilmember shall hold within the city government no other public office or employment except as permitted under the provisions of chapter 42.23 RCW.

Also, as part of this process, frequency of voting over the last four elections will be verified with Thurston County.

a. Are you a resident of the City of Tumwater? Yes No

b. How long have you been a resident of the City of Tumwater? 10+ on and off over 6 decades

c. How long have you lived at your current address? 2 +

d. If you have lived at your current address less than one year, please list your previous address and indicate how long you lived at that address:

Previous address:

N/A Length of

time at previous address: N/A

Please respond to the following questions regarding your interest in the position of Councilmember for the City of Tumwater.

1. Why are you interested in serving as a Tumwater City Councilmember?

I have potentially useful skills and abilities to offer - I have always served: from the Military to public and private employment

2. Describe any past community involvement and how this may have contributed to the Tumwater community.

30+ years as an active/employed/degreed urban and regional planner and traffic engineer working with all levels of government

3. How has your background and experience prepared you for service on the Tumwater City Council?

I understand the dynamic balances involved in public and private endeavors (process, communication, etc.) that can make or break a local agency

4. What are the three highest priorities you believe the City needs to address? How would you propose addressing these issues?

1- Transportation - slightly more optimization of resources where able so that we can make more economic and quality of life headway, 2- Small Business - slightly more optimization in how and when to attract and retain the drivers that bring the fruit of city betterment, 3- Public Involvement - new and innovative ways to gain a more comprehensive understanding of needs and wants

5. What are your impressions of [Tumwater's Comprehensive Plan](#), its goals, and policies? Have you been involved with the City's comprehensive planning process? If so, state the nature of your involvement and your assessment of the process.

Honestly, all have been pretty well sorted over the years. I have been involved in a professional capacity (via transportation issues) and lament the missed opportunities to a point where I want to help as the city moves forward

6. To answer the following, please view the definitions of the Council committees and intergovernmental committees linked within each question:

a. Council members serve on four different [Council committees](#) (Budget and Finance, General Government, Public Health and Safety, and Public Works). If you could choose to serve on two of these committees, which committees would you choose and why?

PH&S and PW - they are my background and interest areas.

b. There are several [intergovernmental committees](#) that Councilmembers currently participate on as representatives of the City of Tumwater. Which intergovernmental committees interest you the most and why?

Thurston County Economic Development Council, great things come from funding - thus the need to maximize the funding base. (backup: Transportation Policy Board - that is my background)

7. This position is up for election in November 2027. Do you intend to run for this elected position?
Yes No (If I get the impression that doing so would be seen as helpful to others)

8. Appointment to the City Council will require your attendance at numerous regularly scheduled and special meetings, which occur in the evenings, on weekends, and during the weekday. Councilmembers also serve on Council committees, regional boards and commissions, and represent the City Council at community functions.

An estimate of the minimum number of hours dedicated to Council activities is 10 to 15 hours per week, but it varies from week to week with a variety of interjurisdictional meetings. Are there limitations in your schedule or commitments that constrain your ability to participate as an active member of the Tumwater City Council?

Yes **No** If so, please describe.

(I am free/retired but young, with the energy and ability to help.)

9. a. Have you ever attended a meeting of the Tumwater City Council? **Yes** No If yes, about how many meetings you attended in the past year. 0

b. Have you ever watched a Tumwater City Council meeting on TV or the web? **Yes** No If yes, about how many meetings you watched in the past year. 2

c. Have you testified before any local legislative body (city, county, port, etc.) on an issue of personal or public interest? **Yes** No If yes, please describe:

Yes, frequently as a WSDOT traffic engineer and planner over the decades - not so sure about "testified" but definitely in the room for state and federal transportation impact discussions and concurrence/approval meetings as an SME.

10. The City of Tumwater has the following Diversity Policy Statement:

The City of Tumwater is a national leader in affirming the civil rights and innate dignity of all people, and encourages the free expression of all cultural traditions and personal talents for the social enrichment and betterment of the community. The City fosters its value for diversity throughout the community by creating an equitable, hospitable, appreciative, safe, and inclusive organizational culture for its employees, volunteers, programs, and services, because diversity:

- strengthens workforce competence and performance;
- celebrates and values individual differences;
- serves an increasingly heterogeneous society;
- ensures the relevance of the City's Mission, programs and services; and ➤ is crucial to the City's ability to serve every citizen.

The City welcomes employees, volunteers, program participants and customers of every race, ethnicity, national origin, ability, religion, sexual orientation, veteran status, age, gender, gender expression, and gender identity.

Describe how your core values relate to the City of Tumwater Diversity Policy Statement.

I have taken and passed similar comprehensive trainings at WSDOT for decades and also find none of it a stretch or a delta from my nature or actions

Please list three professional references (full name, title, company, and phone number).

1. Brian Walsh - former WSDOT - retired ___Phone number upon request_____

2. Ashley Probart - TIB___(360) 586-1140_____

3. Thera Black - former TRPC ___Phone number upon request_____

Douglas McClanahan
3506 Hawthorne Place SE
Tumwater, WA

<u>Election Date</u>	<u>Election Type</u>	<u>Election Name</u>	<u>County</u>	<u>Voted Where</u>
				Total: 35
08/05/2025	Primary	PRIMARY 2025	Thurston	
11/05/2024	General	GENERAL 2024	Thurston	
11/08/2022	General	GENERAL 2022	Thurston	
02/08/2022	Special	February Special	Thurston	
11/03/2020	General	GENERAL 2020	Thurston	
08/04/2020	Primary	PRIMARY 2020	Thurston	
03/10/2020	Presidential Primary	Presidential Primary	Thurston	
02/11/2020	Special	February Special	Thurston	
11/05/2019	General	2019 General	Thurston	
08/06/2019	Primary	2019 Primary	Thurston	
11/06/2018	General	General Election	Thurston	
08/07/2018	Primary	Primary	Thurston	
11/07/2017	General	General Election	Thurston	
11/08/2016	General	General Election	Thurston	
02/09/2016	Special	February Special Election	Thurston	

<u>Election Date</u>	<u>Election Type</u>	<u>Election Name</u>	<u>County</u>	<u>Voted Where</u>
11/06/2012	General	General Election	Thurston	
11/08/2011	General	General Election	Thurston	
11/02/2010	General	General Election	Thurston	
02/09/2010	Special	February Special Election	Thurston	
02/03/2009	Special	February Special Election	Thurston	
11/04/2008	General	General Election	Thurston	
11/06/2007	General	General Election	Thurston	
11/08/2005	General	2005 General Election	Thurston	
11/08/2005	General	2005 General	Thurston	
11/02/2004	General	2004 General	Thurston	
11/05/2002	General	2002 General	Thurston	
09/17/2002	Primary	2002 Primary	Thurston	
11/06/2001	General	2001 General	Thurston	
11/07/2000	General	2000 General	Thurston	
06/17/1997	Special	1997 Special	Thurston	
11/05/1996	General	1996 General	Thurston	
09/17/1996	Primary	1996 Primary	Thurston	

<u>Election Date</u>	<u>Election Type</u>	<u>Election Name</u>	<u>County</u>	<u>Voted Where</u>
03/26/1996	Special	1996 Presidential Primary	Thurston	
11/07/1995	General	1995 General	Thurston	
09/19/1995	Primary	1995 Primary	Thurston	



Candidate Ranking
(Circle One)

1 2 3 4 5 6 7

Optional Ranking Criteria

Name of Candidate: _____

Name of Rater: _____

Education & Experience

Knowledge of the City, Growth Management Act, Regional Planning Efforts

Writing and Speaking Skills

Ability to work with the current City Council

Community Involvement

How comfortable would you be having this individual represent the City Council at inter-jurisdictional meetings?

Community Vision/Philosophy

Motivation/Excitement Factor

Demonstrated Interest (Did they seek more information, ask questions, offer additional comments on questions?)



TUMWATER CITY COUNCIL
INTERVIEW QUESTIONS 01/10/2026
Council Position No. 1

The Mayor will start the interview by asking question #1. Councilmembers will then take turns in a pre-determined order asking each of the remaining questions of the candidate. All candidates will answer the same questions. Councilmembers can ask follow-up questions after the candidate's response. These follow-up questions may vary depending on the candidate's response.

1. Why do you want to be on the Tumwater City Council? How do you think your education, lived and work experience, and approach to group decision-making would complement existing City Councilmembers.
2. Describe your communication style and provide some examples of how you have been able to communicate and work with diverse groups of people. How do you prefer to navigate interpersonal relationships and disagreements or differences of opinion?

3. Please provide an example of how you have worked collaboratively to achieve a goal or complete a project? What obstacles did you have to overcome? How were competing ideas and suggestions handled? What concessions were made?
4. There may be times when the majority Council vote differs from your opinion or belief. How will you deal with those situations and how do you handle disappointment?
5. As a Councilmember, would you see yourself as a delegate - acting on behalf of constituents as they direct you, or as a trustee - using your own judgement to act in the best interests of your constituents?

7. Like every city, we don't have enough money to do everything we want. We strive to be efficient but need to rely on continued growth of our tax base to support the services we provide to the residents and businesses in our community. How can we balance the growth of our tax base while maintaining the character of our community and protecting the environment?

8. Tumwater just adopted a regional climate mitigation plan to help our City operations and communities be more sustainable and address climate change. What do you see as the City of Tumwater's role in responding to climate change?

9. Housing and homelessness continue to be growing concerns, not just for Tumwater but for neighboring communities as well. How might you address these issues and the impacts they have on our constituents?
10. With increased national focus on racial justice, mental health, and substance abuse issues, many are calling on the City to make significant changes in the way we police our communities and hold offenders accountable. What do you see as the City's role in addressing public safety?
11. What are your favorite places to spend time in our community?

COUNCIL INVITED TO ASK ANY QUESTIONS ABOUT APPLICATION

12. Is there anything you would like to add for the Council's benefit?