



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

CALL TO ORDER

PLEDGE OF ALLEGIANCE

ROLL CALL

CORRESPONDENCE NOT PREVIOUSLY RECEIVED BY COUNCIL

COMMENTS FROM THE PUBLIC

REGIONAL COMMITTEE REPORT

CITY MANAGER REPORT/PRESENTATIONS/BRIEFINGS

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

CONSENT AGENDA

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

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

Payroll Advice #16296-16465 \$493,619.72

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

- Item 2. **Approval of Minutes**
Motion: "I move to approve the minutes from the City Council Regular Meeting held on January 22, 2026."

PUBLIC HEARING/CONTINUED PUBLIC HEARING

- Item 1. **Density Bonus for Religious Properties Ordinance - 1st Reading**
Staff Presentation:
Rebecca Deming, Community Development Director
- Motion:** "I move to pass draft Ordinance 25-125 to a second reading on March 12, 2026."

NEW BUSINESS

- Item 1. **Planning Commission Appointments**
Staff Presentation:
Rebecca Deming, Community Development Director
- Motion:** "I move the appointment of _____(four (4) commissioners) to the Planning Commission to four-year terms and the appointment of _____(three (3) commissioners) to the Planning Commission to two-year terms."
- Item 2. **Establishment of a Salary Commission**
Staff Presentation:
ADRIENNE JOHNSON, Assistant City Manager
- Motion:** "I move to direct staff to draft an ordinance establishing a salary commission pursuant to RCW 35.21.015, consistent with the framework discussed, and return it to the City Council for future consideration."

COUNCILMEMBER REPORTS

(4 minutes per Councilmember) - 30 minutes

PRESIDING OFFICER'S REPORT

EXECUTIVE SESSION

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

NEXT MEETING DATE

February 26, 2026 City Council Strategic Planning Workshop

ADJOURNMENT

Members of the public who wish to provide comment during the meeting via Zoom must register in advance.

To register, please email cityclerk@desmoineswa.gov by 12:00 p.m. (noon) on the Wednesday before the meeting.

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

[Projected Future Agenda Items](#)

**City Council
AGENDA ITEM**

BUSINESS OF THE CITY COUNCIL
City of Des Moines, WA

SUBJECT: Presentation from Seattle Southside Chamber of Commerce

ATTACHMENTS:

1. Chamber Slidedeck - 02.2026 - City of Des Moines

FOR AGENDA OF:

February 12, 2026

DEPT OF ORIGIN:

Administration

DATE SUBMITTED:

CLEARANCES:

Purpose and Recommendation

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

Suggested Motion:

Background

Discussion

Alternatives

Financial Impact

Recommendation

2026

Seattle Southside Chamber of Commerce

Engage. Enrich. Enhance.

www.SeattleSouthsideChamber.com

Our Mission

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

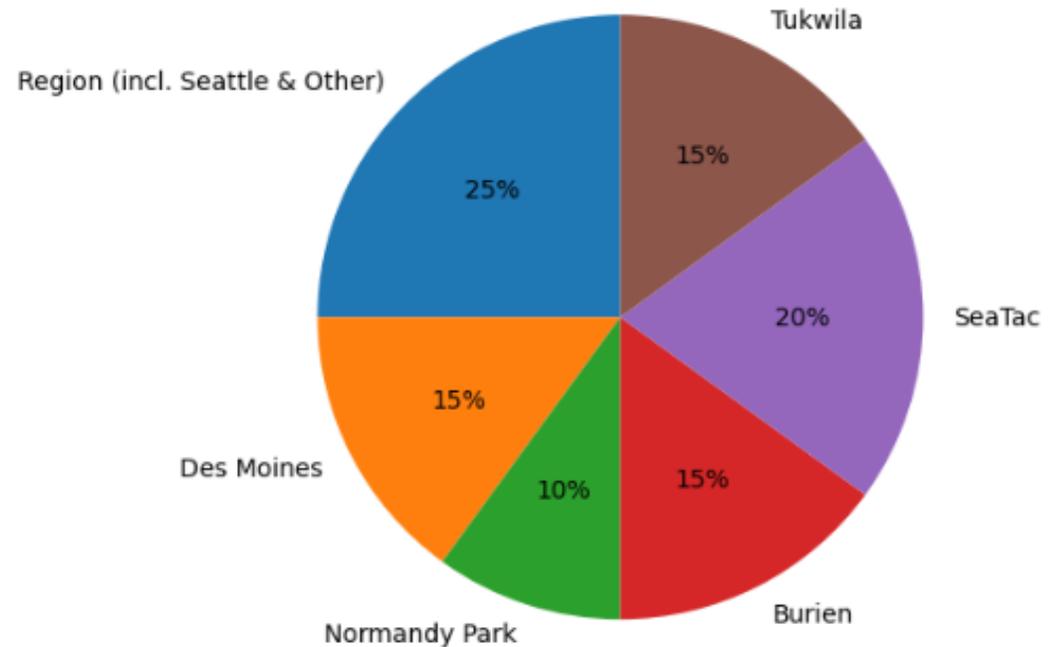
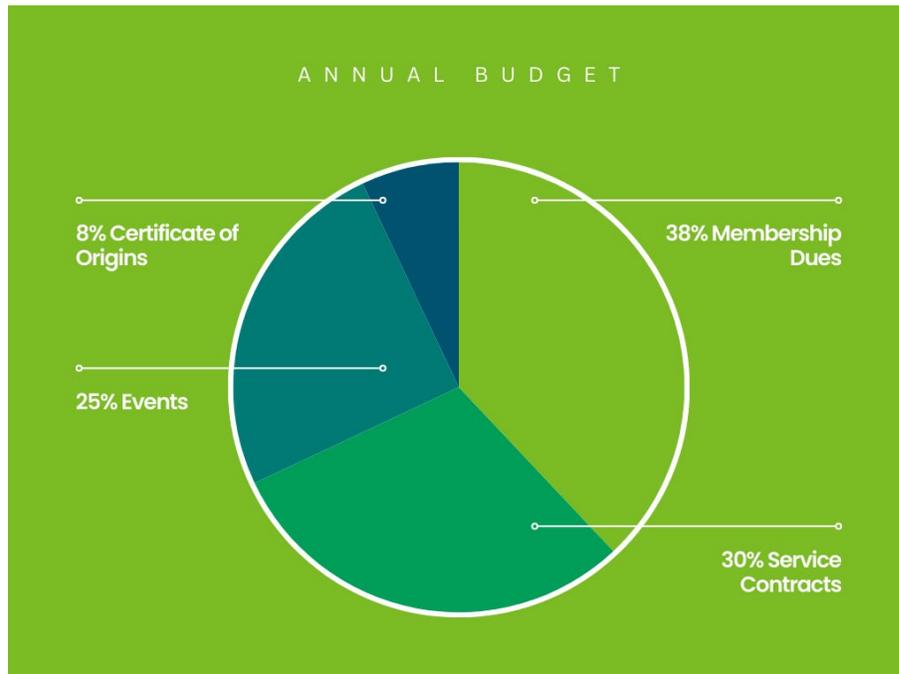


As the regional chamber for South King County, we connect Des Moines businesses to regional, state, and federal opportunities that strengthen the local economy.



Delivering Business Support Across South King County

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





Community Impact

Building trust, visibility, and connection across the Southside.

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

We are the connectors and conveners of the Southside Communities.



United Voice

Championing Southside Business through bold, inclusive advocacy.

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



Top Priorities

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

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

We are a voice for business.



Legislative Requests

Advocacy that Reflects Des Moines Priorities



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

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



Legislative Requests

Advocacy that Reflects Des Moines Priorities

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



Strategic Partnerships

Driving shared prosperity through intentional collaboration.

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

With trust, we move faster and stronger.



Business Growth

Helping Southside businesses start, sustain, and scale.

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



Contact the Chamber



206-575-1633

Staff@SeattleSouthsideChamber.com

3100 S 176th St Suite 210, SeaTac, WA 98188



Together, We Are Stronger

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

Join us at the next roundtable in April!



**City Council
AGENDA ITEM**

BUSINESS OF THE CITY COUNCIL
City of Des Moines, WA

SUBJECT: Update from Citizens Advisory Board on Strategic Plan Public Engagement

ATTACHMENTS:

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

FOR AGENDA OF:

DEPT OF ORIGIN:

Administration

DATE SUBMITTED:

January 13, 2026

CLEARANCES:

Purpose and Recommendation

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

Suggested Motion:

Background

Discussion

Alternatives

Financial Impact

Recommendation

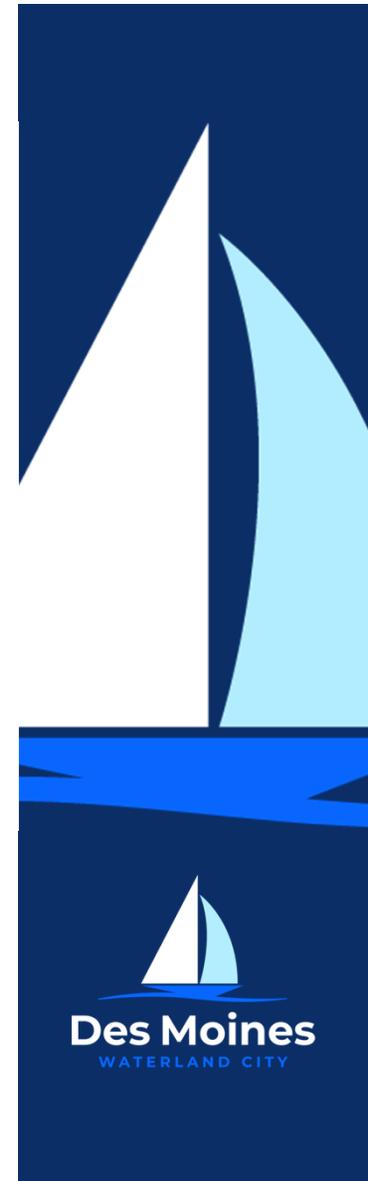


Citizen Advisory Board Strategic Plan Engagement Efforts

Colleen Gants
CAB Board Member
Katherine Caffrey
City Manager

CAB's Role:

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



City Strategic Plan

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

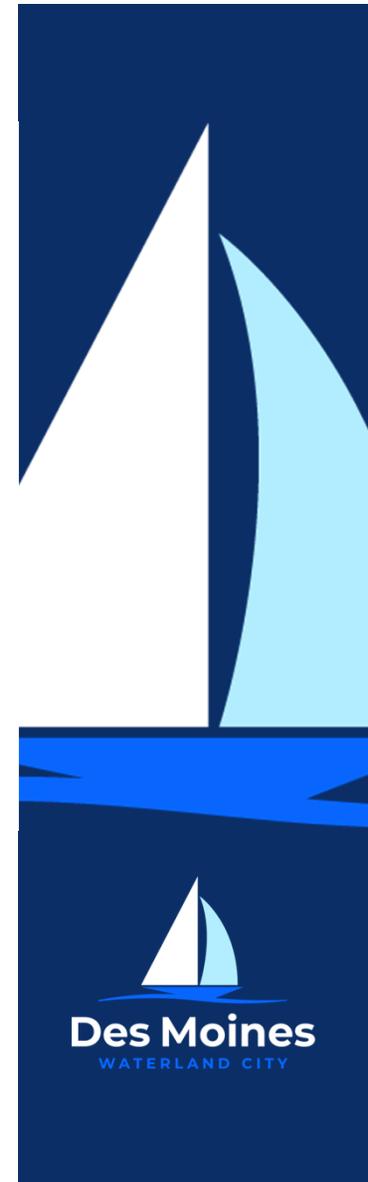


CAB was everywhere!

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



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



Results

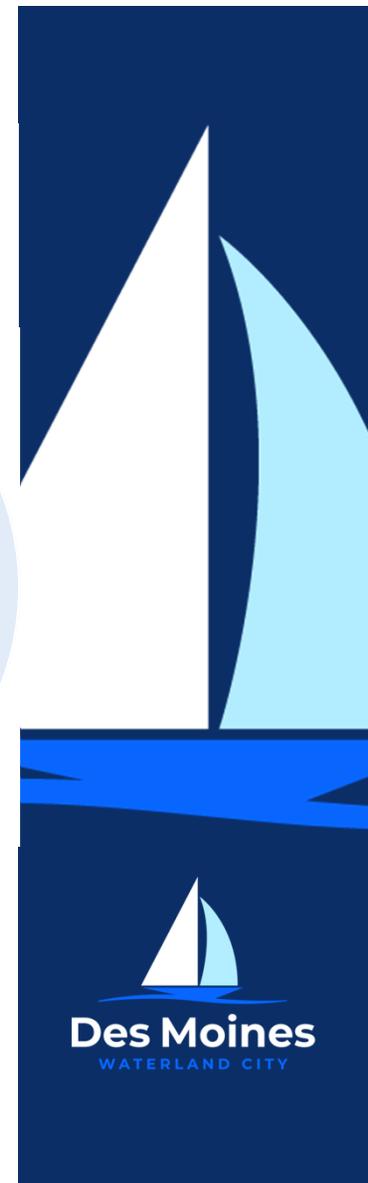
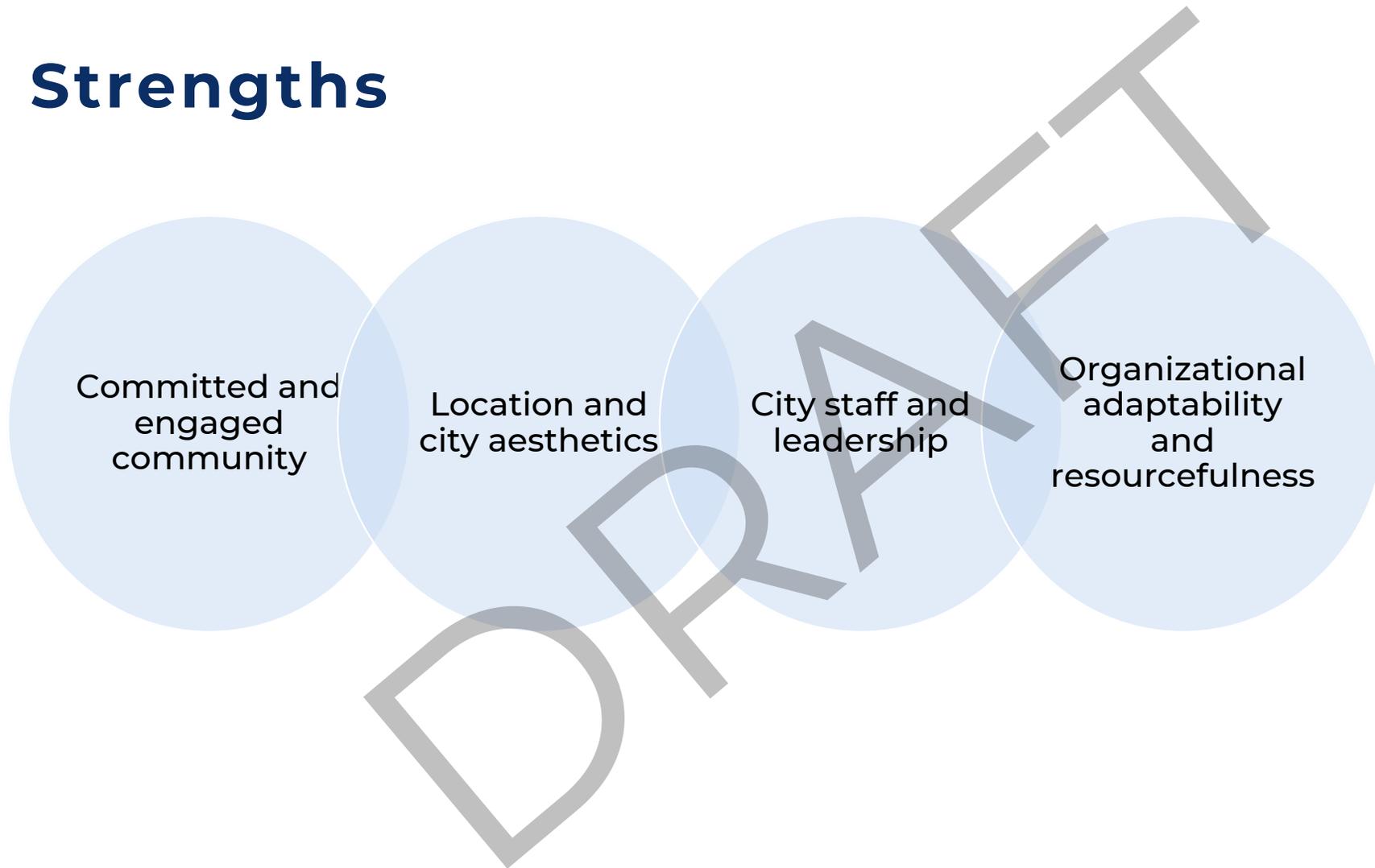
Engagement	Participation
Focus Groups	50
City Councilmember Interviews (past and present)	8
Staff survey	113
Community survey	1,036
Town Hall	80



Town Hall



Strengths



Challenges



Business attraction and support



Long-term financial stability and budget shortfalls



Impact of airport on quality of life



Managing community expectations



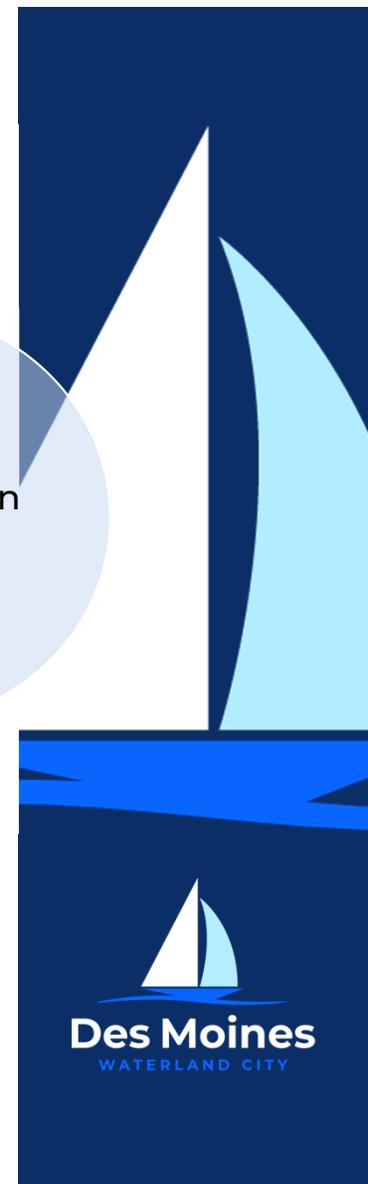
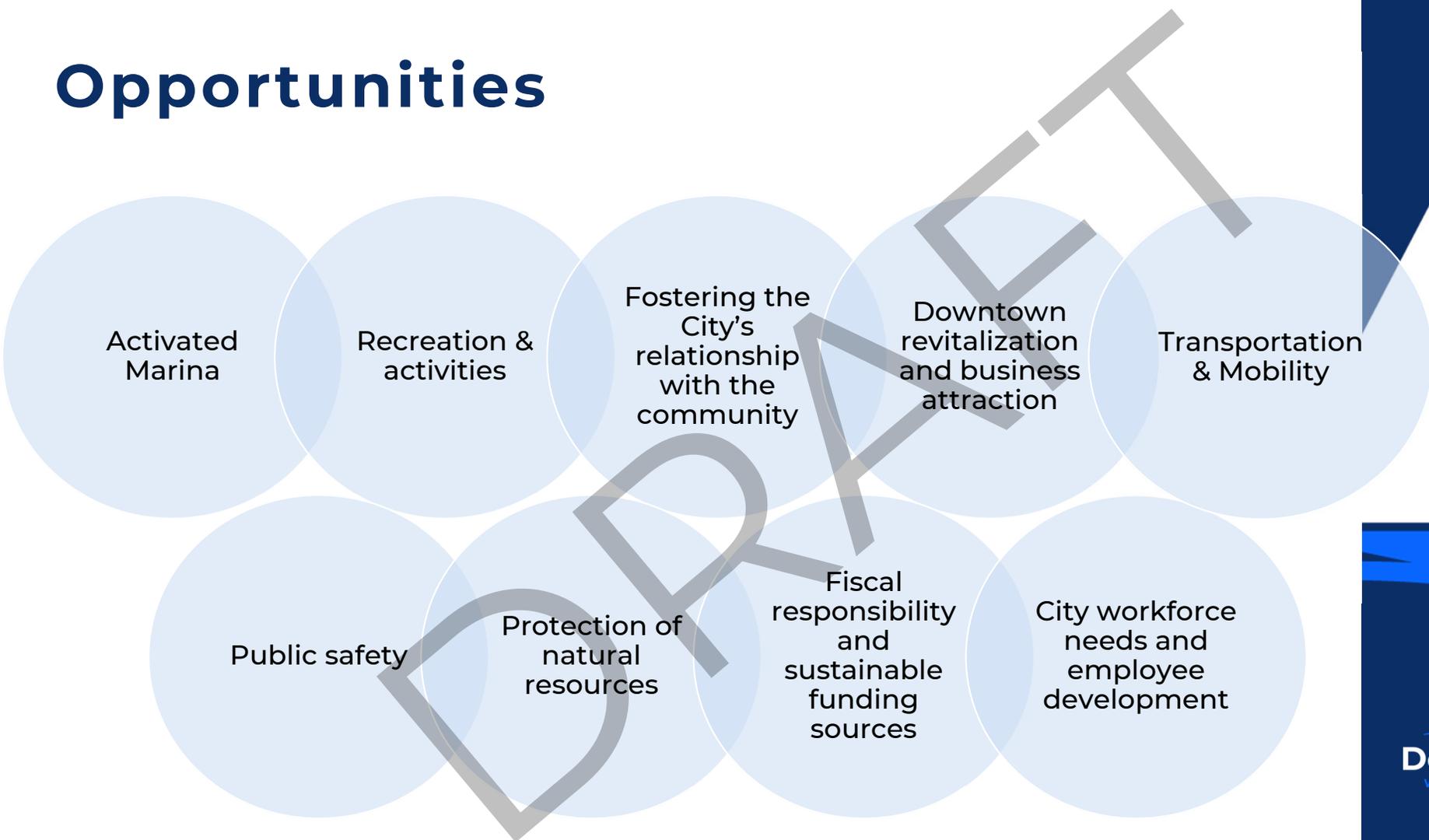
Resources and workforce staffing



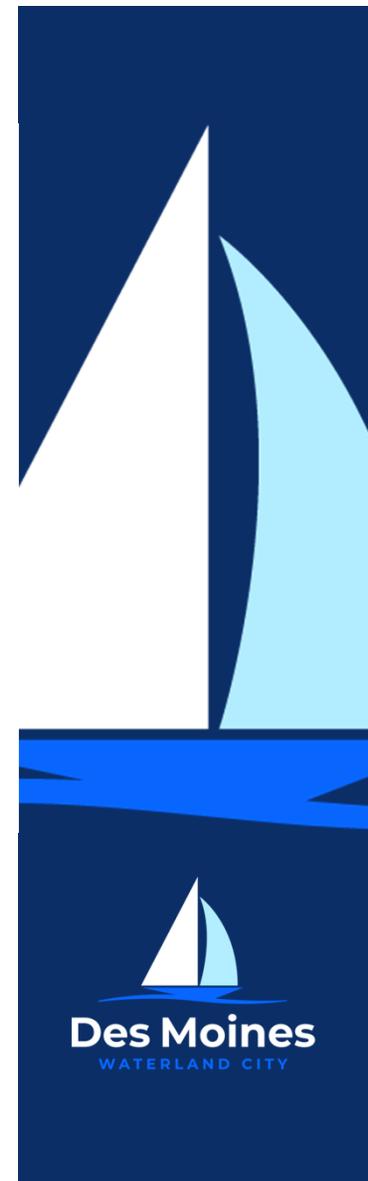
Protecting natural areas, shorelines, and the environment



Opportunities



Strategic Planning Process Overview





Des Moines
WATERLAND CITY

**City Council
AGENDA ITEM**

BUSINESS OF THE CITY COUNCIL
City of Des Moines, WA

SUBJECT: Update on the City's Automated License Plate Reader System

ATTACHMENTS:

1. Automated License Plate Reader Update PowerPoint

FOR AGENDA OF:

February 12, 2026

DEPT OF ORIGIN:

Police

DATE SUBMITTED:

January 29, 2026

CLEARANCES:

Purpose and Recommendation

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

Suggested Motion:

Background

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

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

that time, the Des Moines Police Department has utilized the system as an investigative tool in numerous criminal investigations, including violent crimes.

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

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

Discussion

Presentation only at this time.

Alternatives

N/A

Financial Impact

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

Recommendation

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



Automated License Plate Reader Update

February 12, 2026

About Automated License Plate Readers

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

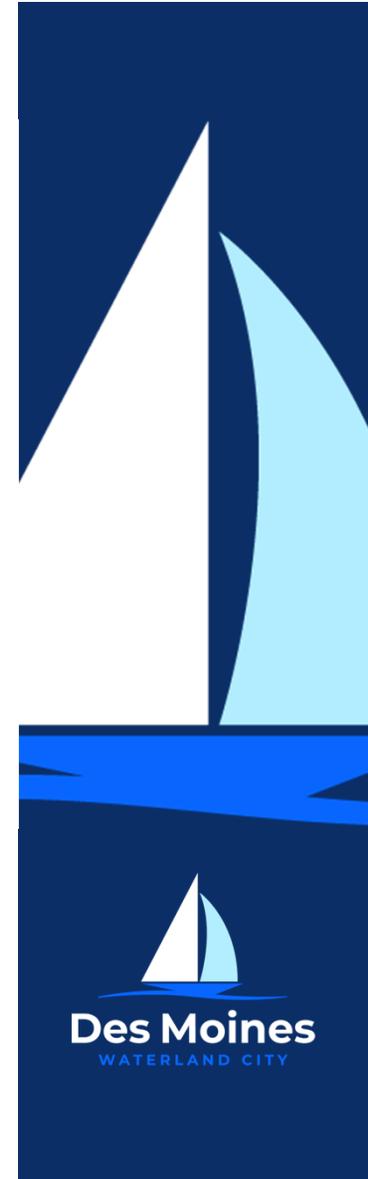
5000 communities served by FLOCK, in 49 states

Services:

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



flock safety



FLOCK History in Des Moines

Public Meetings about FLOCK:

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

Contact Signed on November 20, 2022

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

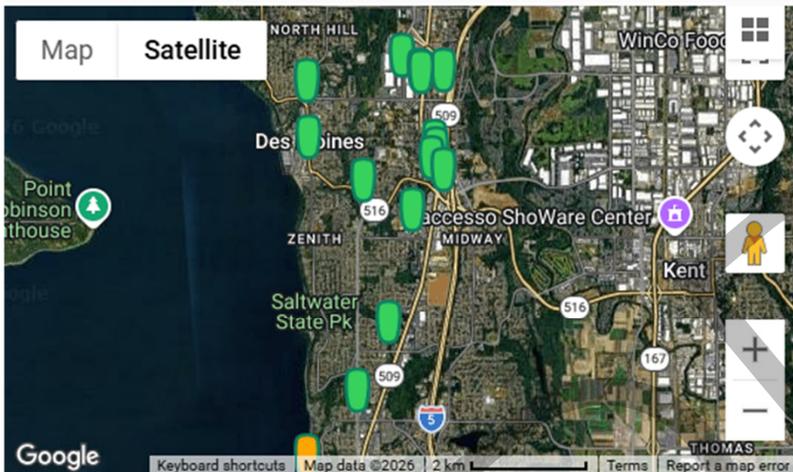
Locations Identified with Input from FLOCK and City Staff

Cameras Installed and Operational in June, 2023



FLOCK Cameras in Des Moines

Des Moines WA PD



15 Total Devices

14 Healthy	1 Problematic
0 Failing	1 with Flock Support Status



Uses- Proactive

How the System Works

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

Privacy & Data Limitations

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

Insights Dashboard

Vehicle Reads

[View Details](#)

2204253



Uses-Investigations

Search Images for Vehicles

Plate (or partial)

State

Body Type

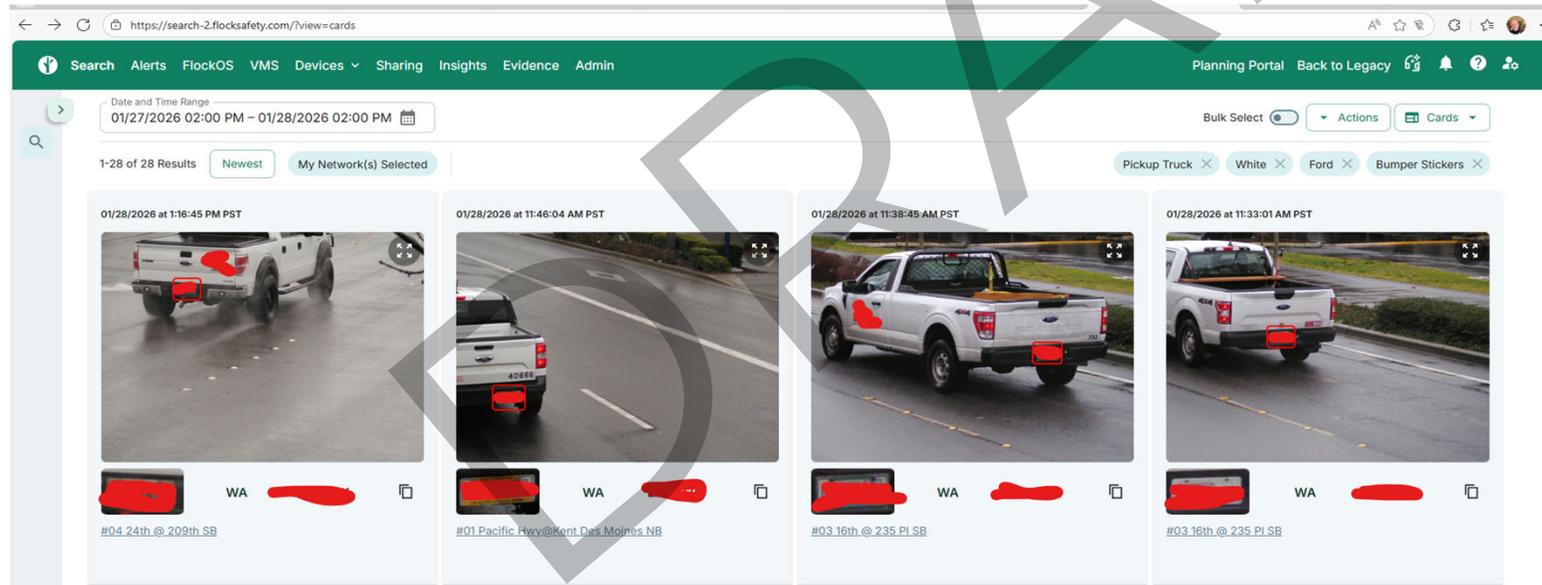
Make

Color

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

Images stored 30 days - then purged

Hundreds of hours of investigation in seconds



Audit Tools

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

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

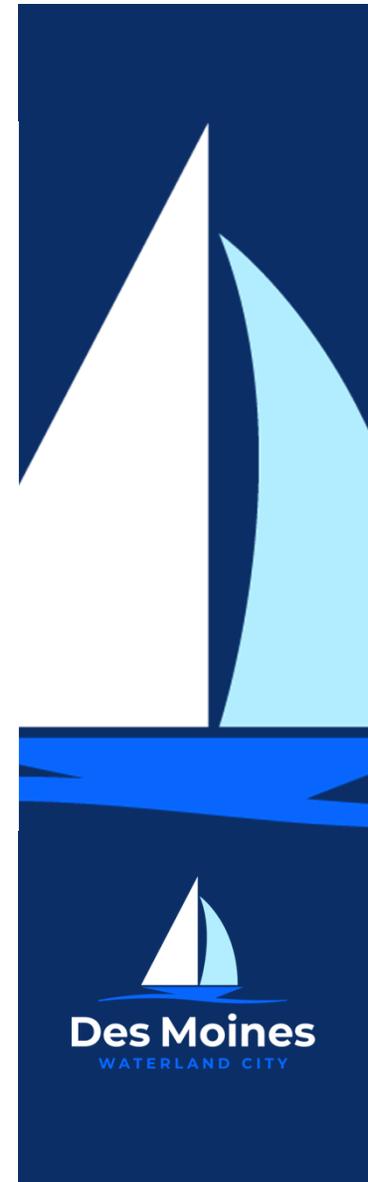
Network Audit

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

Select a search type Include all records of searches on my networks

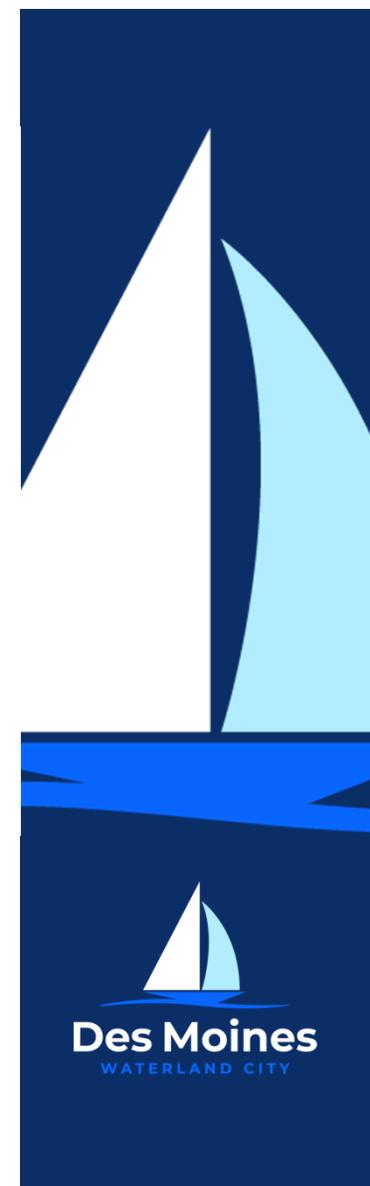
Sort Search Time Newest-Oldest

ID	Name	Org Name	Networks	Devices	Time Frame	License Plate	Reason	Case #	Filters	Search Time	Search Type
604771b3-416d-4983-af1e-ed2ffb4236bc	***	Covington WA PD	173 Networks	2282 Devices	September 1, 2025 1:30 PM January 9, 2026 1:30 PM	***	Stolen Property Offenses - C26000546	***		January 28, 2026 1:21 PM	Lookup
c9cc53b0-0bc2-465e-b8a7-29b841d06fbc	***	Covington WA PD	173 Networks	2282 Devices	January 4, 2026 1:30 PM January 9, 2026 1:30 PM	***	Stolen Property Offenses - C26000546	***		January 28, 2026 1:21 PM	Lookup
ea16d570-6eeb-4f11-8787-13531dff61ea	***	Federal Way WA PD	168 Networks	1616 Devices	January 28, 2026 12:30 PM January 28, 2026 1:30 PM	***	Human Trafficking - Lt. Req	***		January 28, 2026 1:21 PM	Lookup
267ed7a1-cb1d-4877-97c2-38cddb35a63	***	Pasco PD - WA	268 Networks	4118 Devices	January 27, 2026 1:30 PM January 28, 2026 1:30 PM	***	Traffic Infraction - Eluding	***		January 28, 2026 1:20 PM	Lookup
277de193-ddd7-4400-b447-180abd767312	***	Pasco PD - WA	268 Networks	4118 Devices	January 27, 2026 1:30 PM January 28, 2026 1:30 PM	***	Weapons Offense (Guns/Shots Fired) - WEAPONS	***		January 28, 2026 1:18 PM	Lookup
283f8396-c60c-466a-ba3b-5c57b53114f5	***	Pasco PD - WA	268 Networks	4118 Devices	January 27, 2026 1:30 PM January 28, 2026 1:30 PM	***	Weapons Offense (Guns/Shots Fired) - WEAPONS	***		January 28, 2026 1:17 PM	Lookup
9dc72f2d-df2c-4874-86ba-5300661e8868	***	Grant County WA SO	57 Networks	1047 Devices	December 29, 2025 1:17 PM January 28, 2026 1:17 PM	***	Drugs/Narcotics - Information	***	***	January 28, 2026 1:17 PM	Lookup
be74bf73-1d32-4c5e-8737-a9e3e6e91299	***	Grant County WA SO	57 Networks	1047 Devices	December 29, 2025 1:17 PM January 28, 2026 1:17 PM	***	Drugs/Narcotics - Information	***	***	January 28, 2026 1:17 PM	Lookup



IT and FLOCK Security

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

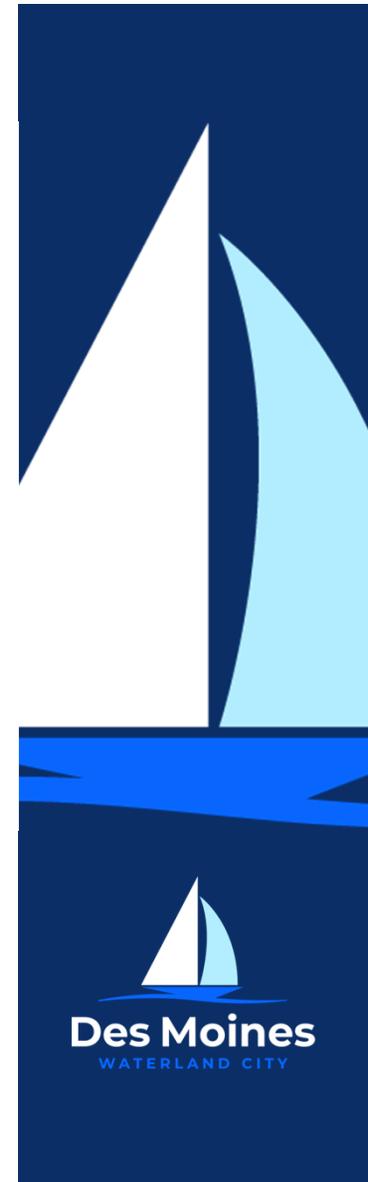


Impact on Crime

58% reduction in stolen vehicles in last 12 months

Other cases identified by Detectives:

- 23-1979; Homicide investigation-suspect vehicle identified
- 23-1746, 1747 and 12-0145; Assisted to solve series of commercial burglary incidents
- 24-1996; Commercial burglary
- 2401476 and 24-1533; Carjacking and Assault 1st Degree
- 24-2294; Robbery and Assault 1st Degree
- 24-2408; Robbery 1st Degree
- 24-2643; Assault 1st Degree
- 25-1555; Assault-shooting



Recommendations

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

https://transparency.flocksafety.com/renton-wa-pd

Renton WA PD Transparency Portal

Last Updated: Sun Jan 25 2026

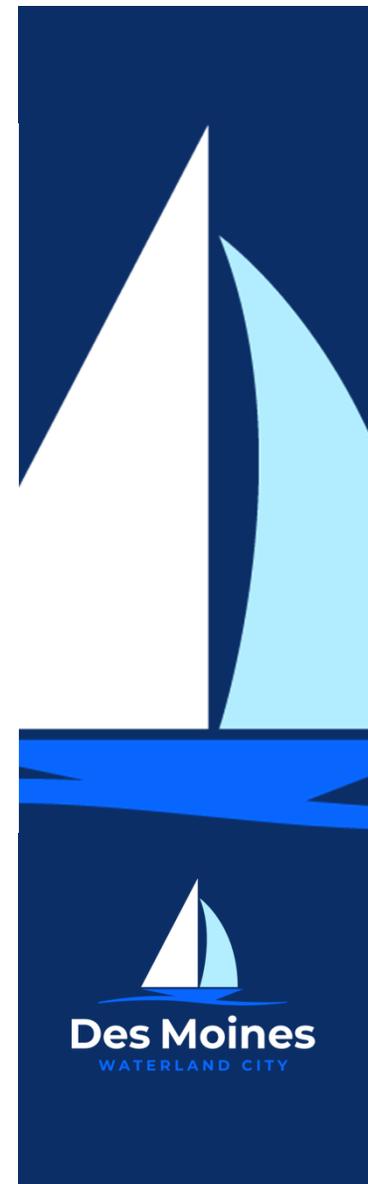
Overview

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

Policies

Category	Policy Name	Value
What's Detected	License Plates, Vehicles	30 days
	What's Not Detected	Facial recognition, People, Gender, Race
Acceptable Use Policy	Data is used for law enforcement purposes only. Data is owned by Renton WA PD and is never sold to 3rd parties.	
Prohibited Uses	Investigation enforcement, traffic enforcement, harassment, intimidation, usage based solely on a protected class (ie. race, sex, religion). Personal use.	
Access Policy	All system access requires a valid reason and is stored indefinitely.	
Hotlist Policy	Hotlist hits are required to be human verified prior to action.	
Data retention (in days)		30 days
Number of LPR and other cameras		24
Organizations granted access to Renton WA PD data	Auburn WA PD, Black Diamond WA PD, Clyde Hill WA PD, Des Moines WA PD, Edmonds WA PD, Enumclaw WA PD, Federal Way WA PD, Bitter Lake WA PD, Kent WA PD, King County International Airport (KING), Lake Stevens WA PD, Lynnwood WA PD, Marysville WA PD, Mill Creek WA PD, Newcastle WA PD, Olympia WA PD, Puyallup WA PD, SeaTac WA PD, Snohomish County WA, SO., Squamish WA PD, Takuila WA PD, Yelm WA PD.	
Hotlists Alerted On	NOC, NCMC, Amber Alert	
Unique vehicles detected in the last 30 days		599,079
Hotlist hits in the last 30 days		77
Searches in the last 30 days		354
Public Search Audit		Download CSV

Provided by Flock Safety





Des Moines
WATERLAND CITY

**City Council
AGENDA ITEM**

BUSINESS OF THE CITY COUNCIL
City of Des Moines, WA

SUBJECT: Approval of Vouchers

ATTACHMENTS:

1. Approval of Vouchers

FOR AGENDA OF:

February 12, 2026

DEPT OF ORIGIN:

Finance

DATE SUBMITTED:

February 02, 2026

CLEARANCES:

City Clerk

Finance

Purpose and Recommendation

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

Suggested Motion:

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

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

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

Discussion

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

Alternatives

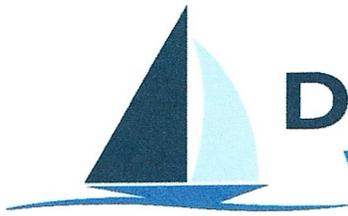
N/A

Financial Impact

As described above.

Recommendation

Approval of vouchers.



Des Moines

WATERLAND CITY

Voucher Certification Approval
February 12, 2026
Auditing Officer Certification

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

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

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



 Jeff Friend, Finance Director

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



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

CALL TO ORDER

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

PLEDGE OF ALLEGIANCE

The flag salute was led by Deputy Mayor Gene Achziger.

ROLL CALL

Council Present:

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

Staff Present:

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

CORRESPONDENCE NOT PREVIOUSLY RECEIVED BY COUNCIL

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

Correspondence

COMMENTS FROM THE PUBLIC

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

January 22, 2026 Public Comment Sign-Up Sheet

REGIONAL COMMITTEE REPORT

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

CITY MANAGER REPORT/PRESENTATIONS/BRIEFINGS

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

Staff Presentation:
Ted Boe, Police Chief

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

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

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

CONSENT AGENDA

Item 1. **Approval of Vouchers**

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

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

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

Item 2. **Approval of Minutes**

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

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

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

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

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

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

substantially in the form as submitted.

- Item 5. **State of Washington Department of Ecology 2025-2027 Water Quality Stormwater Capacity Grant Award**
Motion: "I move to accept the State of Washington Department of Ecology 2025-2027 Water Quality Stormwater Capacity Grant Award for the City of Des Moines and authorize the City Manager to sign the Grant Agreement substantially in the form as submitted."
- Item 6. **2026-2027 Recycling Program Professional Services Contract**
Motion: "I move to approve the Agreement with Olympic Environmental Resources in an amount not to exceed \$100,222.00, and authorize the City Manager to sign the Agreement substantially in the form as submitted."
- Item 7. **Approval of Amendments to the Conservation Futures Interlocal Cooperation**
Motion 1: "I move to approve the Amendment #2 to the Conservation Futures Interlocal Cooperation Agreement between the City of Des Moines and King County for Open Space Acquisition Projects, and further authorize the City Manager to sign said Interlocal Agreement Amendment substantially in the form as submitted."

Motion 2: "I move to approve the Amendment #3 to the Conservation Futures Interlocal Cooperation Agreement between the City of Des Moines and King County for Open Space Acquisition Projects, and further authorize the City Manager to sign said Interlocal Agreement Amendment substantially in the form as submitted."
- Item 8. **Unit Lot Subdivision, Lot Splitting, and Substandard or Nonconforming Lot Regulations Update - 2nd Reading**
Motion: "I move to adopt Draft Ordinance 25-117 adopting the Unit Lot Subdivision, Lot Splitting, and Substandard or Nonconforming Lot Ordinance."
- Item 9. **6th and 287th Storm Project Task Assignment Amendment**
Motion: "I move to approve the amendment to the 2024-2025 On-Call General Civil Engineering Services Task Assignment 2024-05 with Parametrix to complete design and permitting services for the 6th and 287th Storm Project in the amount of \$86,000.00, and authorize the City Manager to sign said amendment in the form as submitted."
- Item 10. **Des Moines Creek Estuary Project, On-Call General Engineering Services Task Assignment with Parametrix and Grant Awards**
Motion 1: "I move to accept the King County Flood Control District's Cooperative Watershed Management Grant Award in the amount of \$210,000 for the Des Moines Creek Estuary Project and authorize the

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

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

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

Direction/Action

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

Motion 7-0.

UNFINISHED BUSINESS

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

Staff Presentation:

Tim George, City Attorney

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

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

Direction/Action

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

Motion 6-1.

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

Against: Councilmember JC Harris

NEW BUSINESS

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

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

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

Direction/Action

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

Motion 6-1.

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

Against: Councilmember JC Harris

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

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

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

Direction/Action

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

Motion 7-0.

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

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

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

COUNCILMEMBER HARRY STEINMETZ

- Pete von Reichbauer's "Good Eggs" Breakfast

COUNCILMEMBER JC HARRIS

- Korean American Day
- Martin Luther King Celebration

COUNCILMEMBER ROBYN DESIMONE

- Association of Washington Cities

COUNCILMEMBER JEREMY NUTTING

- No Report

COUNCILMEMBER PIERRE BLOSSE

- Planning Commission Application

DEPUTY MAYOR GENE ACHZIGER

- Association of Washington Cities Action Days

PRESIDING OFFICER'S REPORT

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

EXECUTIVE SESSION

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

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

Roll Call**Council Present:**

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

Staff Present:

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

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

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

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

NEXT MEETING DATE

February 05, 2026 City Council Study Session

ADJOURNMENT**Direction/Action**

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

Motion 7-0.

The meeting adjourned at 7:38 p.m.

**City Council
AGENDA ITEM**

BUSINESS OF THE CITY COUNCIL
City of Des Moines, WA

SUBJECT: Density Bonus for Religious Properties Ordinance - 1st Reading

ATTACHMENTS:

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

FOR AGENDA OF:

February 12, 2026

DEPT OF ORIGIN:

Community Development

DATE SUBMITTED:

January 27, 2026

CLEARANCES:

Community Development
Public Works

Purpose and Recommendation

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

Suggested Motion:

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

Background

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

Discussion

The City's compliance with Washington State house bill 1377 will assist Des Moines' religious organizations in providing housing for those in need. While modifying the municipal code will allow for more housing, projects will still be required to comply with environmentally critical areas and shoreline regulations, and other practical site development constraints, such as the presence of septic drain fields or significant trees

in certain neighborhoods, as outlined in the Des Moines Municipal Code (DMMC). Site specific project impacts will be evaluated with project applications during the development phase in accordance with all applicable regulations.

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

Alternatives

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

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

Financial Impact

Unknown

Recommendation

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

CITY ATTORNEY'S FIRST DRAFT 12/29/2025

DRAFT ORDINANCE NO. 25-125

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

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

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

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

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

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

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

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

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

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

Sec. 1. Title.

This chapter shall be entitled "Density Bonus".

Sec. 2. Application.

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

Sec. 3. Purpose.

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

Sec. 4. Authority.

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

Sec. 5. Density Bonus Standards.

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

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

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

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

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

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

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

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

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

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

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

Sec. 7. Severability - Construction.

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

Ordinance No. ____
Page 4 of 4

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

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

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

PASSED BY the City Council of the City of Des Moines this ____ day of _____, 2026 and signed in authentication thereof this ____ day of _____, 2026.

M A Y O R

APPROVED AS TO FORM:

City Attorney

ATTEST:

City Clerk

Published: _____



Density Bonus For Religious Properties

REBECCA DEMING, COMMUNITY DEVELOPMENT DIRECTOR

CITY COUNCIL 2/12/2026

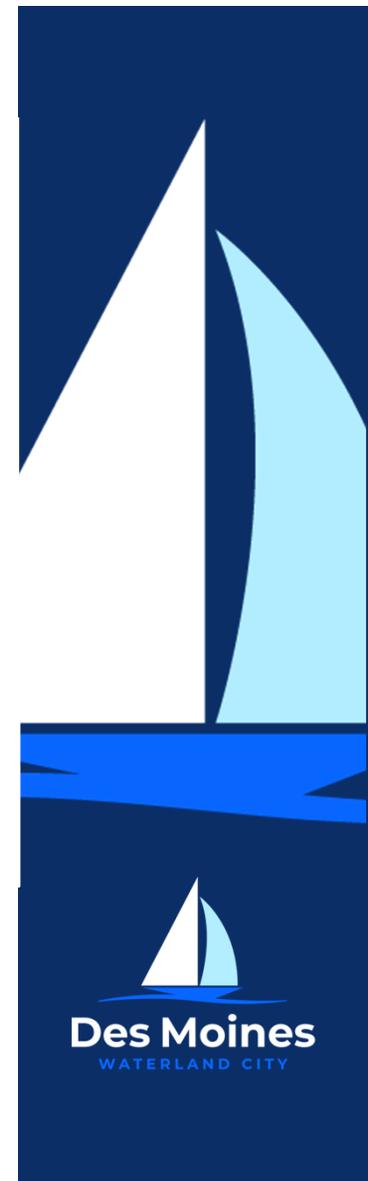
What is House Bill (HB) 1377

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

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

Notable Requirements:

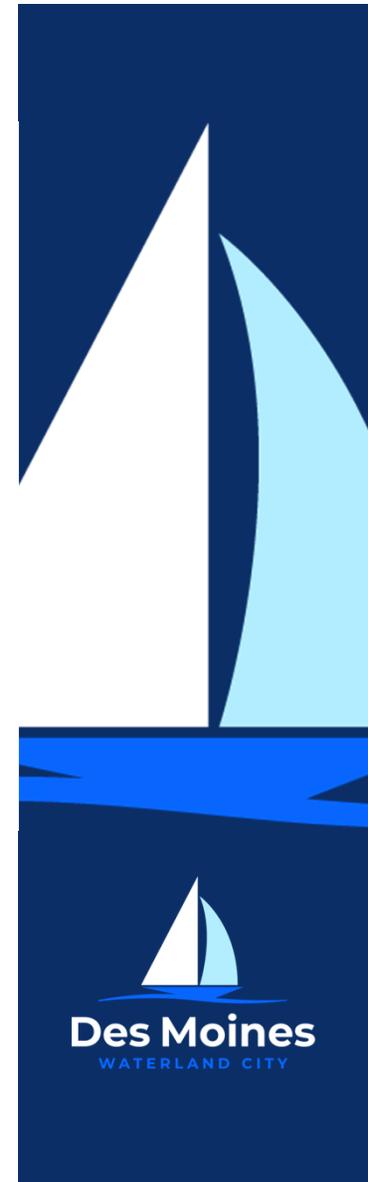
- The City must allow an increased density bonus consistent with local needs for any affordable housing development located on property owned or controlled by a religious organization.
- The affordable housing development must be part of a lease or other binding obligation that requires the development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



Motion

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

DRAFT





Des Moines
WATERLAND CITY

**City Council
AGENDA ITEM**

BUSINESS OF THE CITY COUNCIL
City of Des Moines, WA

SUBJECT: Planning Commission Appointments

ATTACHMENTS:

1. Planning Commission Applicants

FOR AGENDA OF:

February 12, 2026

DEPT OF ORIGIN:

Community Development

DATE SUBMITTED:

February 02, 2026

CLEARANCES:

Community Development

City Clerk

Purpose and Recommendation

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

Suggested Motion:

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

Background

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

Number of Members: Seven (7) Commissioners.

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

Membership:

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

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

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

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

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

Discussion

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

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

Alternatives

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

Financial Impact

None

Recommendation

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

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

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

**City Council
AGENDA ITEM**

BUSINESS OF THE CITY COUNCIL
City of Des Moines, WA

SUBJECT: Establishment of a Salary Commission

ATTACHMENTS:

1. 2026 Salary Commission Discussion PowerPoint

FOR AGENDA OF:

February 12, 2026

DEPT OF ORIGIN:

Administration

DATE SUBMITTED:

February 02, 2026

CLEARANCES:

Purpose and Recommendation

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

Suggested Motion:

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

Background

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

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

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

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

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

Discussion

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

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

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

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

Policy Questions for Council Discussion

(For discussion only)

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

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

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

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

Alternatives

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

Financial Impact

No changes to current impacts at this time.

Recommendation

N/A



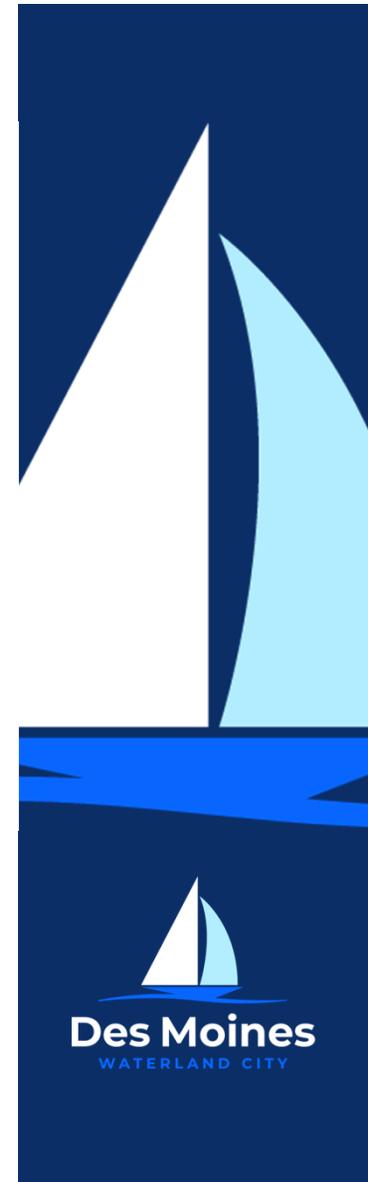
Salary Commission
Discussion

February 12, 2026

Purpose

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

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Background

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



What is a Salary Commission?

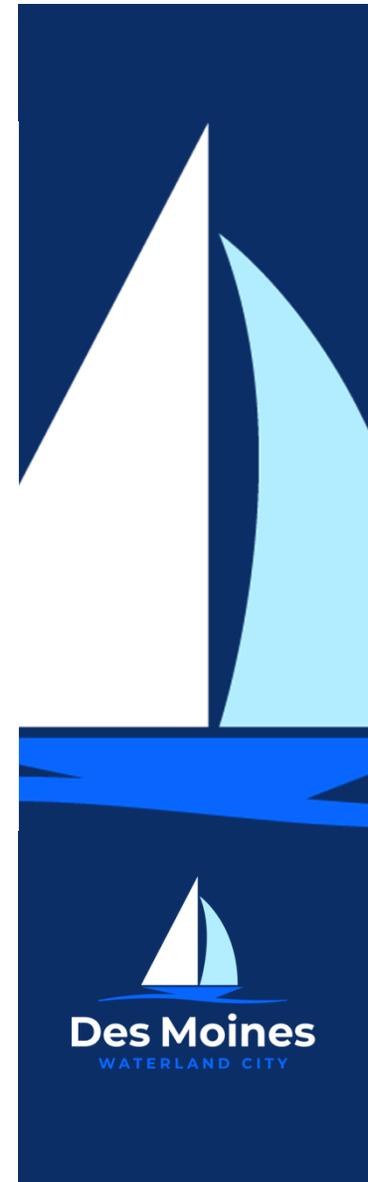
- ❑ A salary commission is a formal, independent body established by the City through action of the City Council, consistent with RCW 35.21.015
- ❑ It is made up of members of the public, not elected officials or City staff (members are appointed by the Mayor and confirmed by Council)
- ❑ Its role is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

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Salary Compensation Scope

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



Salary Commission Formation

City Council Role

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

City Staff Role

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

After an Ordinance Is Adopted

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



Council Direction

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

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



Council Questions and Discussions

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

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

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Motion

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

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