



**CITY OF
TUMWATER
CITY COUNCIL
MEETING AGENDA**

**Online via Zoom and In Person at
Tumwater City Hall, Council Chambers,
555 Israel Rd. SW, Tumwater, WA 98501**

**Monday, November 03, 2025
7:00 PM**

- 1. Call to Order**
- 2. Roll Call**
- 3. Flag Salute**
- 4. Special Items:**
 - [a.](#) Proclamation: American Indian Heritage Month, November 2025
 - [b.](#) Proclamation: National Veterans and Military Families Month, November 2025
 - [c.](#) Energize Thurston Closeout Briefing (Water Resources & Sustainability Department)
- 5. Public Comment:** (for discussion of items not having a public hearing on tonight's agenda)
- 6. Consent Calendar:**
 - [a.](#) Approval of Minutes: City Council, October 21, 2025
 - [b.](#) Approval of Minutes: City Council Work Session, October 28, 2025
 - [c.](#) Payment of Vouchers (Finance Department)
 - [d.](#) Resolution No. R2025-016: Small Works Roster (Public Works Committee)
 - [e.](#) Interlocal Agreement with LOTT Clean Water Alliance for the Class A+ Reclaimed Water Demonstration Pilot (Public Works Committee)
- 7. Public Hearings:**
 - [a.](#) Ordinance No. O2025-016, Ad Valorem for Regular Property Taxes for the Fiscal Year 2026 (Finance Department)
- 8. Council Considerations:**
 - [a.](#) Resolution No. R2025-015 Food System Plan (Community Development Department)
 - [b.](#) Interlocal Agreement (ILA) with Thurston County and the Cities of Olympia and Lacey for the Thurston Climate Mitigation Collaborative (Public Works Committee)
 - [c.](#) Resolution R2025-014 City of Tumwater Strategic Plan (City Council Work Session)
 - [d.](#) Pooling Opioid Settlement Funds with Thurston County, Lacey and Olympia - Discussion (City Council Work Session)

9. Committee Reports

- a. Public Health and Safety Committee (Peter Agabi)
- b. General Government Committee (Michael Althausen)
- c. Public Works Committee (Eileen Swarthout)
- d. Budget and Finance Committee (Debbie Sullivan)

10. Mayor/City Administrator's Report

11. Councilmember Reports

12. Executive Session:

- a. Potential Litigation pursuant to RCW 42.30.110(1)(i)

13. Any Other Business

14. Adjourn

Hybrid Meeting Information

The public are welcome to attend in person, by telephone or online via Zoom.

Watch Online

Go to <http://www.zoom.us/join> and enter the Webinar ID 822 7442 8469 and Passcode 411638.

Listen by Telephone

Call (253) 215-8782, listen for the prompts and enter the Webinar ID 822 7442 8469 and Passcode 411638.

Public and Written Comment

Attend in person to give public comment or register by 6:45 p.m. the day of the meeting to provide public comment using the web-based meeting platform:

https://us02web.zoom.us/webinar/register/WN_j0k4mShHQvyL09GIYD5QQw

After registering, you will receive a confirmation email with a login to join the online meeting.

As an alternative, prior to the meeting, the public may submit comments by sending an email to council@ci.tumwater.wa.us, no later than 5:00 p.m. on the day of the meeting. Comments are submitted directly to the Mayor and City Councilmembers and will not be read individually into the record of the meeting.

Post Meeting

Video of this meeting will be recorded and posted on our City Meeting page: <https://tumwater-wa.municodemeetings.com>.

Accommodations

The City of Tumwater takes pride in ensuring that people with disabilities are able to take part in, and benefit from, the range of public programs, services, and activities offered by the City. To request an accommodation or alternate format of communication, please contact the City's ADA Coordinator directly, call (360) 754-4129 or email ADACoordinator@ci.tumwater.wa.us. For vision or hearing impaired services, please contact the Washington State Relay Services at 7-1-1 or 1-(800)-833-6384.

Proclamation

WHEREAS, November is the officially recognized month to celebrate and commemorate the heritage of American Indians. It is a time to honor the contributions, achievements, and sacrifices of America's first people, and a time to learn and celebrate the rich cultural and historical legacy of Native people; and

WHEREAS, Native Americans have inhabited the area now known as Washington State since time immemorial. Today, twenty-nine federally recognized Indian tribes, out-of-state tribes with treaty-reserved rights, and other tribal communities reside in Washington; and

WHEREAS, Tumwater Falls, where the Deschutes River enters Budd Inlet, was a ceremonial and sacred site of the Steh-chass people, ancestors of today's Squaxin Island Tribe. Their village on Budd Inlet below the falls and the river itself were both named Steh-chass. The Steh-chass fished and gathered seafood on Budd Inlet and nearby waterways and the area was a gathering place for the Steh-chass and nearby related tribes, including the Squaxin, Nisqually, Chehalis, and many other Salish Sea tribes and Indigenous Peoples; and

WHEREAS, as the first people to live on the land we all cherish, American Indians have profoundly shaped our country's character and our cultural heritage. Native people are leaders in every aspect of society. Their contributions and values have shaped the social, political, environmental, and economic fabric of our community while also enhancing freedom, prosperity, and cultural diversity; and

WHEREAS, we renew our commitment to respecting each tribe's sovereignty and cultural identity, while ensuring equal opportunity for all, and continuing to work to strengthen our government-to-government relationships.

NOW THEREFORE, I, Debbie Sullivan, Mayor of the City of Tumwater, do hereby proclaim the month of

November 2025

American Indian Heritage Month

and I encourage people to celebrate the rich cultures of indigenous people, honor their sacrifices, acknowledge the unique challenges Native people face, historically and in the present, and recognize their continued significance in our community.

Signed in the City of Tumwater, Washington, and recognized on this 3rd day of November in the year, two thousand twenty-five.



Debbie Sullivan
 Debbie Sullivan
 Mayor

Proclamation

WHEREAS, Tumwater honors the strength and sacrifices of our veterans and active military members whose service is essential to our national security and freedom, and the families, caregivers, and survivors of veterans during the month of November; and

WHEREAS, November is a time to acknowledge the tremendous sacrifices our veterans and military families make. Washington is home to more than 517,000 veterans; 65,000 Active Duty military; 17,000 National Guard and Reserves; and their supportive families; and

WHEREAS, our veterans and service members are brave and selfless individuals who respond when called to duty. Their abiding patriotism and enduring devotion to the ideals on which the United States is founded are both necessary and inspiring. To be a service member and a veteran is to have endured and survived challenges most Americans will never know; and

WHEREAS, to be a military family is to sacrifice more for our country than most Americans will ever give. Military families endure separation from their loved ones and adjust to new living situations with short notice and as frequently as every two to three years; and

WHEREAS, there are currently 1.2 million military children of active duty members worldwide and nearly 80% of military children attend public schools throughout the United States. Washington state educators currently work with 32,000 military families and have to know how to help kids cope with stress, deployment of their parent(s), the impact of grief and loss, discuss violence, terrorism, and war, and the anticipation of their loved one(s) returning home; and

WHEREAS, support for military families sustains our fighting force and strengthens the health, security, and safety of our communities.

NOW THEREFORE, I, Debbie Sullivan, Mayor of the City of Tumwater, do hereby proclaim the month of

November 2025

National Veterans and Military Families Month

and I encourage people to join me in recognizing and supporting our veterans and military families, who embody strength, resilience, courage, and whose experiences enrich our community.

Signed in the City of Tumwater, Washington, and recognized on this 3rd day of November in the year, two thousand twenty-five.



Debbie Sullivan

Debbie Sullivan
Mayor

MEETING MINUTES

TUMWATER CITY COUNCIL
October 21, 2025



CONVENE: 7:00 p.m.

PRESENT: Mayor Debbie Sullivan and Councilmembers Peter Agabi, Michael Althausen, Joan Cathey, Leatta Dahlhoff and Eileen Swarthout.

Excused: Councilmembers Angela Jefferson & Kelly Von Hotlz.

Staff: City Administrator Lisa Parks, Assistant City Administrator Kelly Adams, City Attorney Karen Kirkpatrick, Fire Chief Brian Hurley, Assistant Fire Chief Shawn Crimmins, Finance Director Troy Niemeyer, Information Technology Director Lance Inman, Police Chief Jay Mason, Transportation and Engineering Director Brandon Hicks, Water Resources and Sustainability Director Dan Smith, Communication Director Jason Wettstein, and City Clerk Melody Valiant.

Others: Outreach Coordinator Hanna Klimek with Hope and Healing Clinic, Vice President of Finance and Administration Kelly Campbell and Director of Marketing and Community Engagement Emily Brooks with Experience Olympia and Beyond.

SPECIAL ITEMS:

HOPE AND HEALING CLINIC PRESENTATION:

Outreach Coordinator Hanna Klimek with Hope and Healing Clinic talked about their clinic which is based in Tumwater and primarily serves Thurston and the surrounding counties. They are predominantly an opioid treatment program, but they are broadening their services to support many forms of addiction.

Coordinator Klimek shared how the Clinic operates including a lot of the tools they use to make their clinic more successful such as a harm reduction program, onsite safety team, transportation program for going to and from the clinic, a mobile unit and more.

**UPDATE FROM
EXPERIENCE OLYMPIA
& BEYOND:**

Vice President Kelly Campbell introduced herself and Director of Marketing and Community Engagement Emily Brooks with Experience Olympia and Beyond. They are the official destination marketing organization for Thurston County promoting tourism facing business and attractions across all municipalities including Tumwater.

Vice President Campbell gave an organizational update. Director Brooks gave a marketing update including:

- Thurston County visitor spending by sector.
- Snapshot of a Tumwater Visitor.
- Most effective travel inspiration for potential visitors and their travel priorities.
- Top Thurston County attractions including the Tumwater featured attractions in their marketing materials.

PUBLIC COMMENT:

There was no public comment.

CONSENT CALENDAR:

- a. Approval of Minutes: City Council, October 07, 2025
- b. Approval of Minutes: City Council Work Session, October 14, 2025
- c. Payment of Vouchers
- d. Resolution No. R2025-019, Surplus Property
- e. Award of Bid for the 2nd Avenue Pedestrian & Bicycle Improvements Project
- f. Lodging Tax Advisory Committee 2026 Funding Recommendations
- g. Right-of-Way Procedures
- h. Reappointment of Elizabeth Robbins to the Planning Commission

MOTION:

Councilmember Agabi, moved, seconded by Councilmember Swarthout, to approve the Consent Calendar as published. A voice vote approved the motion unanimously.

COUNCIL CONSIDERATIONS:

ORDINANCE O2025-017, ESTABLISHMENT OF THE EQUITY COMMISSION:

Assistant Administrator Adams thanked Mayor Sullivan, Administrator Parks and the many staff and others over the last two years that helped in the creation of Ordinance O2025-017, establishment of an equity commission. She did an overview of our current Boards and Commissions including how they were established and the guidelines for them which are outlined in the Tumwater Municipal Code.

The purpose of the equity commission is to identify and promote activities related to city services and facilities that foster a more welcoming community; enhance participation from underrepresented community members; address existing gaps/barriers and provide recommendations to the City Council.

MOTION:

Councilmember Agabi, moved, seconded by Councilmember Dahlhoff, to adopt Ordinance O2025-017, Establishment of the Equity Commission. A voice vote approved the motion unanimously.

INTERGOVERNMENTAL AGREEMENT WITH THURSTON COUNTY MEDIC ONE FOR ADVANCED LIFE SUPPORT FUNDING:

Chief Hurley presented a renewal of the agreement with Thurston County Medic One for advanced life support funding. The funding supports paramedic services in Thurston County with three of the eight medic units in Tumwater which will be fully staffed by January 1, 2026.

The renewal is for three years with the current agreement expiring at the end of 2025. The agreement which helps fund most of the salary and benefits and the medic units will have an increased payment in the renewal to support more training, another position and space used in the Fire stations.

MOTION:

Councilmember Agabi, moved, seconded by Councilmember Swarthout, to approve and authorize the Mayor to sign Intergovernmental Agreement with Thurston County Medic One for Advanced Life Support Funding. A voice vote approved the motion unanimously.

COMMITTEE REPORTS:

PUBLIC HEALTH & SAFETY:

Peter Agabi

The committee met on October 14, 2025, and it included the Thurston County Medic One for Advanced Life support funding agreement that was on considerations as well as a presentation on the Thurston County Prosecuting Attorney's data dashboard and an update on the Body Worn Camera project.

GENERAL GOVERNMENT:

Michael Althausen

The committee will next meet on November 12, 2025.

BUDGET & FINANCE:

Debbie Sullivan

The next meeting is scheduled for October 24, 2025, and they will be discussing the following item:

- Monthly Financial Update

PUBLIC WORKS:

Eileen Swarthout

The next meeting is scheduled for October 23, 2025, and they will be discussing the following items:

- Interlocal Agreement with the Thurston, Cities of Olympia, and Lacey for the Thurston Climate Mitigation Collaborative
- R2025-016, Small Works Roster
- Interlocal Agreement with the LOTT Clean Water Alliance for the Class A+ Reclaimed Water Demonstration Pilot

MAYOR/CITY ADMINISTRATOR'S REPORT:

Administrator Parks shared kudos about Water Resources and Sustainability staff including Dave Kangiser, Steve Craig and Mike Erickson. She highlighted the hard work Transportation and Engineering staff are doing to get projects completed and under the estimated cost. She also provided an update on the efforts related to continuing food production options at Isabella Bush Park. Lastly, she updated the Council on Ordinance O2025-008, which will amend the Tumwater Municipal Code section 12.32 on Public Parks. The ordinance will be on considerations at the November 18, 2025, council meeting.

Mayor Sullivan shared recent events she attended including the very popular senior picnic and chili cook off at the Old Town Center which was won by Recreation Manager Todd Anderson. She also attended a fun Bucoda pie eating contest, Tumwater chamber meeting and reminded everyone that the next regular Council meeting is on Monday, November 3rd due to the election.

**COUNCILMEMBER
REPORTS:**

Councilmember Agabi, Althausen, Dahlhoff and Swarthout gave reports.

Councilmember Cathey had nothing to report.

ADJOURNMENT:

With there being no further business, Mayor Sullivan adjourned the meeting at 8:01 p.m.

Prepared by Melody Valiant, City Clerk

MEETING MINUTES

TUMWATER CITY COUNCIL WORK SESSION
October 28, 2025



CONVENE: 6:00 p.m.

PRESENT: Mayor Debbie Sullivan and Councilmembers Peter Agabi, Leatta Dahlhoff, Angela Jefferson, Eileen Swarthout and Kelly Von Holtz.

Excused: Councilmembers Michael Althausen and Joan Catey.

Staff: City Administrator Lisa Parks, Assistant City Administrator Kelly Adams, City Attorney Karen Kirkpatrick, Communications Director Jason Wettstein, Finance Director Troy Niemeyer, Fire Chief Brian Hurley, Information Technology Director Lance Inman, Water Resources & Sustainability Director Dan Smith, and City Clerk Melody Valiant.

Others: Lead Advocate with CFM Advocates Katie Whittier and Principal Brian Enslow with Arbutus Consulting

**2026 DRAFT
LEGISLATIVE
AGENDA:**

Assistant City Administrator Adams introduced our legislative advocates Katie Whittier with CFM Advocates and Brian Enslow with Arbutus Consulting.

Advocates Whittier and Enslow talked about the current legislative session and the challenges that could make funding certain priorities more difficult and the potential opportunities to increase revenue in an uncertain financial climate. They shared the Association of Washington Cities and the general Thurston County area priorities and then focused on the main priorities for Tumwater which included:

- Habitat Conservation Plan (HCP) Funding
- Planned Action Environmental Impact Statement (EIS) for the Brewery District Future Redevelopment
- E Street Design

Councilmembers voiced concerns about making E Street Design a top priority when we have significant community concern about the location of the project. Administrator Parks explained that it's included to get funding for design services which will help determine the location. Council requested additional outreach and clearer messaging to those affected by the project. Administrator Parks said she will work with the Transportation and Engineering department to update the graphics related to the project.

**DISCUSS BASELINE
FINANCIAL
ASSESSMENT:**

Administrator Parks and Director Niemeyer wanted to give the Council an opportunity to ask any questions or give feedback from the presentation Consultant Morgan Shook gave at an earlier council meeting regarding the Baseline Financial Assessment. The Consultants are working on providing Council with a dashboard and interactive tool so they can explore different financial scenarios.

Administrator Parks shared that ECO Northwest will setup individual meetings with each Councilmember to show them how to use the tool. Administrator Parks said she would find out from the Consultants when the tool will be available for use.

**STRATEGIC PLAN
DISCUSSION –
REVIEW DRAFT:**

Administrator Parks said they are trying to finalize the Strategic Plan and are looking for any additional input or information from the Council. They are specifically looking for any feedback on the refreshed wording of the Vision, Mission, Beliefs and Values statement.

Councilmembers provided some additional input and asked for more time to provide the rest of their feedback. Administrator Parks noted the requested changes and said that the Strategic Plan will be coming to the next two regular Council meetings in November with the goal of it being adopted by the end of the year.

**POOLING OPIOID
SETTLEMENT FUNDS
WITH THURSTON
COUNTY, LACEY, AND
OLYMPIA –
DISCUSSION:**

Administrator Parks introduced an item regarding pooling our opioid settlement funds with Thurston County, Lacey and Olympia. Councilmember Dahlhoff talked about how over the last several years we have received multiple opioid settlements from the state. The Thurston County Opioid task force has come up with a comprehensive list of things that can be done to help reduce opioid use and overdoses. No single jurisdiction has the resources or staff to implement their ideas and pooling our

money together would allow us to issue a request for proposals (RFP) to seek out service providers to assist in implementation.

Councilmember Dahlhoff asked fellow councilmembers if our money could be pooled together and Administrator Parks asked how much of the money they would like to pool. Councilmembers asked questions about the process and expressed support for pooling our money together. The item will be at the next Council meeting on November 3, 2025, under considerations.

**MAYOR/CITY
ADMINISTRATOR's
REPORT:**

Administrator Parks talked about how successful our youth basketball program which is run by our Parks and Recreation department and thanked them for all their work. She also shared that we have staff that will be participating on November 8th from 10-4pm at a Thurston County Home Expo to assist first time home buyers. Lastly, she wanted to share that the City has received a \$1,000,000 grant from the Angela J Bowen conservative fund for the Habitat Conservation Plan (HCP).

Mayor Sullivan reminded everyone that next week's Council meeting is on Monday, November 3rd due to the election and if anyone would like to attend the ribbon cutting for the Thurston County ballot center to please let staff know.

ADJOURNMENT:

With there being no further business, Mayor Sullivan adjourned the meeting at 7:30 p.m.

Prepared by Melody Valiant, City Clerk

TO: City Council
 FROM: Doug Sampson, Accounting Technician
 DATE: November 03, 2025
 SUBJECT: Payment of Vouchers

1) Recommended Action:

Staff are seeking City Council ratification of:

- October 17, 2025, payment of Eden vouchers 174736 to 174748 in the amount of \$5,542.18; payment of Enterprise vouchers 188152 to 188203 in the amount of \$113,124.03 and electronic payments 906304 to 906323 in the amount of \$78,137.77
 - October 24, 2025, payment of Eden vouchers 174749 to 174750 in the amount of \$518.04; payment of Enterprise vouchers 188204 to 188296 in the amount of \$896,258.63 and electronic payments 906324 to 906365 in the amount of \$1,126,116.35
Wire payments in the amount of \$306,670.91
-

2) Background:

The City pays vendors monthly for purchases approved by all departments. The Finance Director has reviewed and released the payments as certified on the attached Exhibit(s). The full voucher listings are available upon request from the Deputy Finance Director. The most significant payments* were:

Vendor		
CITIES DIGITAL, INC.	28,220.96	Laserfiche annual support and Updates
WA ST AUDITORS	22,170.50	09-25 Accountability Audit & Investigation
EMPLOYMENT SECURITY DEPT	75,155.27	PFML for 3 rd Qtr 2025
EMPLOYMENT SECURITY DEPT	27,440.40	WA Cares fund 3 rd Qtr 2025
NISQUALLY INDIAN TRIBE	33,230.72	Inmate incarceration fees, Sept 2025
STANTEC CONSULTING SVCS	45,631.25	Pioneer Park restoration – Invoice 2465840
STANTEC CONSULTING SVCS	48,417.00	Pioneer Park restoration – Invoice 2468441
WA ST EMPLOYMENT SECURITY DEPT	55,585.38	Unemployment benefits – Q3 2025
WA ST DEPT OF L&I	221,902.20	L&I 3 rd Qtr 2025
LAKESID INDUSTRIES	981,872.24	PE#3, 2025 pavement maintenance

* Includes vouchers in excess of \$20,000, excluding routine utility payments.

3) Policy Support:

- Strategic Goals and Priorities: Fiscally responsible and develop sustainable financial

- strategies.
- Vision Mission Beliefs-Excellence: Efficient stewards of public resources, building public trust through transparency.
-

4) Alternatives:

- ☐ Ratify the vouchers as proposed.
 - ☐ Develop an alternative voucher review and approval process.
-

5) Fiscal Notes:

The vouchers are for appropriated expenditures in the respective funds and departments.

6) Attachments:

- A. Exhibit A – Payment of Vouchers – Review and Approval
- B. Exhibit B – Payment of Vouchers – Review and Approval

EXHIBIT "A"

I, the undersigned, do hereby certify under penalty of perjury that the materials have been furnished, the services rendered, or the labor performed as described herein and that the claim is a just, due and unpaid obligation against the City of Tumwater, and that I am authorized to authenticate and certify to said claim.

Enterprise ERP

Voucher/Check Nos 188152 through 188203 in the amount of \$113,124.03

Electronic payment Nos 906304 through 906323 in the amount of \$78,137.77

Eden

Voucher/Check Nos 174736 through 174748 in the amount of \$5,542.18

Douglas Sampson

Accounting Technician – Accounts Payable

Checks dated 10/17/2025

EXHIBIT "B"

I, the undersigned, do hereby certify under penalty of perjury that the materials have been furnished, the services rendered, or the labor performed as described herein and that the claim is a just, due and unpaid obligation against the City of Tumwater, and that I am authorized to authenticate and certify to said claim.

Enterprise ERP

Voucher/Check Nos 188204 through 188296 in the amount of \$ 896,258.63

Electronic payment Nos 906324 through 906365 in the amount of \$ 1,126,116.35

Wire payments in the amount of \$306,670.91

Eden

Voucher/Check Nos 174749 through 174750 in the amount of \$518.04

Douglas Sampson

Accounting Technician – Accounts Payable

Checks dated 10/24/2025

TO: City Council
FROM: Dan Smith, Water Resources & Sustainability Director
DATE: November 3, 2025
SUBJECT: Resolution No. R2025-016: Small Works Roster

1) Recommended Action:

Adopt Resolution No. R2025-016: Small Works Roster.

This resolution was recommended for adoption by the Public Works Committee via the Council consent agenda at their October 23, 2025 meeting.

2) Background:

In 2010, the city adopted Resolution No. R2010-012 to establish the city's use of MRSC Rosters as allowed by the state, for members to award certain small public works and consulting contracts. Changes to [RCW 39.04.155](#) necessitates that the city repeal and replace that original resolution with Resolution No. R2025-016 to adopt the state changes, as reflected in the new [RCW 39.04.151](#).

3) Policy Support:

[RCW 39.04.151](#) – Small Works Roster

4) Alternatives:

☐ None. This is required by the state.

5) Fiscal Notes:

This specific action does not have a financial implication; however, membership dues for use of the MRSC Rosters increased \$50.00 on October 1, for a total of \$475.00 annually. MRSC's last increase was in 2018.

6) Attachments:

A. Resolution No. R2025-016: Small Works Roster

RESOLUTION NO. R2025-016

A RESOLUTION of the City Council of the City of Tumwater, Washington, related to utilization of rosters including a small public works roster process to award public works contracts, a consulting services roster for architectural, engineering, and other professional services and a vendor roster for goods and services and repealing Resolution No. R2010-012.

WHEREAS, RCW 39.04.151 and other laws regarding contracting for public works by municipalities allow certain contracts to be awarded by a small works roster process; and

WHEREAS, to utilize the small works roster process, the City of Tumwater is required to adopt a resolution implementing the provisions of RCW 39.04.151; and

WHEREAS, chapter 39.80 RCW and other laws regarding contracting for consulting services by municipalities allow certain contracts to be awarded by a consultant roster process; and

WHEREAS, RCW 39.04.190 regarding purchase of materials, supplies, or equipment not connected to a public works project allows certain purchasing contracts to be awarded using a vendor list; and

WHEREAS, on July 6, 2010, the City Council adopted Resolution No. R2010-012, which established small works roster procedures consistent with RCW 39.04.155; and

WHEREAS, RCW 39.04.155 has subsequently been repealed and replaced with amended RCW 39.04.151 necessitating certain amendments to the City's small public works roster process contained in Resolution No. R2010-012.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF TUMWATER AS FOLLOWS:

Section 1. Resolution No. R2010-012 is hereby repealed.

Section 2. MRSC Statewide Rosters. The City of Tumwater hereby adopts for the City's use the statewide small public works roster to award small public works contracts, the consultant roster for architectural, engineering, and other personal or professional services, and the vendor roster for procurement of materials, supplies and equipment developed and administered by Municipal Research Services Center of Washington (MRSC). The Mayor is authorized to enter into contracts with MRSC and take other actions necessary to enable roster utilization. In addition, paper and/or electronic rosters may be kept on file by appropriate city departments.

Section 3. Small Public Works Roster. The City of Tumwater hereby establishes a small works roster process and adopts the provisions set forth in RCW 39.04.151 and RCW 39.04.152, as the same may hereafter be amended, as those specific procedures for use by the City of Tumwater.

Section 4. Delegation of Authority. The City of Tumwater Public Works Director shall have the authority to oversee and manage the use of the rosters, adopt and modify rules, regulations, policies and procedures implementing the rosters, and provide for data collection and reporting in accordance with applicable statutes and regulations.

Section 5. Ratification. Any act consistent with the authority and prior to the effective date of this Resolution is hereby ratified and affirmed.

Section 6. Severability. The provisions of this Resolution are declared separate and severable. The invalidity of any clause, sentence, paragraph, subdivision, section, or portion of this Resolution or the invalidity of the application thereof to any person or circumstance, shall not affect the validity of the remainder of the Resolution, or the validity of its application to other persons or circumstances.

Section 7. Effective Date. This Resolution shall become effective immediately upon adoption and signature as provided by law.

RESOLVED this ____ day of _____, 2025.

CITY OF TUMWATER

Debbie Sullivan, Mayor

ATTEST:

Melody Valiant, City Clerk

APPROVED AS TO FORM:

Karen Kirkpatrick, City Attorney

TO: City Council

FROM: Dan Smith, Water Resources & Sustainability (WRS) Director

DATE: November 3, 2025

SUBJECT: Interlocal Agreement with LOTT Clean Water Alliance for the Class A+ Reclaimed Water Demonstration Pilot

1) Recommended Action:

Approve and authorize the Mayor to sign the Interlocal Agreement with LOTT Clean Water Alliance for the Class A+ Reclaimed Water Demonstration Pilot.

This Interlocal Agreement was recommended for approval via the Council consent agenda by the Public Works Committee at their October 23, 2025 meeting.

2) Background:

Water is not an indefinite resource in Western Washington. With both surface and ground water elevations declining from overuse, climate change creating extended droughts, and approvals for new water rights extremely unlikely, water purveyors must consider alternative sources to meet Growth Management Act requirements and growing community needs. In 2023, WRS completed a source assessment that evaluated alternatives for “new” water sources in the Tumwater area. Of the ten most realistic possibilities, an aggressive water conservation program and expanded use of reclaimed water topped the list.

Recognizing these challenges, LOTT and its partners started discussing the future state of water, with most acknowledging reclaimed water needs to be part of any portfolio. This project brings together purveyors and regulators to evaluate how Class A+ reclaimed water, treated to the highest potable standard, could be used in the future.

3) Policy Support:

- We believe in PEOPLE: Opportunity, Partnership, Learning, and Environment.
- Be a Leader in Environmental Health & Sustainability: Continue to ensure ample drinking water supply and support water reuse opportunities.

4) Alternatives:

- ☐ Decline to participate in the pilot. While not required, participation allows utility staff to ensure proposed treatment methods meet our highest expectations and provide regulators insight into the abilities and limitations of meeting system demands.

5) Fiscal Notes:

The ILA commits \$60,000 over two years as a voluntary contribution to the project estimated at over \$2,000,000 for the development of treatment methods, regulatory reviews, and community outreach. These funds were approved in the FY25-26 Water Fund budget.

6) Attachments:

- A. Interlocal Agreement

**INTERLOCAL AGREEMENT BETWEEN THE CITY
OF TUMWATER AND LOTT CLEAN WATER
ALLIANCE FOR CLASS A+ RECLAIMED WATER
DEMONSTRATION PILOT PROJECT**

THIS AGREEMENT is entered into as of the date of the last signature affixed hereto between the LOTT CLEAN WATER ALLIANCE, a Washington nonprofit mutual corporation and 501(c)(3) corporation acting as a public agency to provide wastewater resource management services (hereinafter “LOTT”) and the City of Tumwater, a municipal corporation (hereinafter “City”). LOTT and the City are referred to herein collectively as “the Parties.”

WHEREAS, securing new drinking water resources is becoming increasingly challenging for municipal water providers; and

WHEREAS, the historic and anticipated population growth of our community demonstrates the Parties’ need to explore opportunities for use of all available water resources; and

WHEREAS, the discharge of treated wastewater effluent is subject to increasingly stringent regulations; and

WHEREAS, the Parties recognize that the need for producing Class A+ reclaimed water to supplement the drinking water supply may become necessary in the future; and

WHEREAS, water is a finite and valuable resource that should be conserved and beneficially reused wherever possible; and

WHEREAS, RCW 39.34.010 permits local governmental units to make the most efficient use of their powers by enabling them to cooperate with other localities on a basis of mutual advantage and thereby to provide services and facilities in a manner and pursuant to forms of governmental organization that will accord best with geographic, economic, population and other factors influencing the needs and development of local communities; and

WHEREAS, pursuant to RCW 39.34.080, each party is authorized to contract with any one or more other public agencies to perform any governmental service, activity, or undertaking which each public agency entering into the contract is authorized by law to perform: provided, that such contract shall be authorized by the governing body of each party to the contract and shall set forth its purposes, powers, rights, objectives and responsibilities of the contracting parties;

NOW, THEREFORE, in consideration of the mutual terms, provisions, and obligations contained herein, it is agreed by and between the City and LOTT as follows:

1. Purpose/Objective

- a. The purpose of this Agreement is to plan, develop, and promote a pilot project related to the treatment and use of Class A+ Reclaimed Water.
- b. Participation in LOTT's Class A+ Reclaimed Water Demonstration Pilot Project (hereinafter "the Pilot") will enable the Parties to generate meaningful data and insights that can inform and influence future regulatory approaches to potable reuse.
- c. The Pilot is likely to result in lower long-term costs for both LOTT and the City's water and wastewater ratepayers by enabling the development of technical expertise and informed decision-making ahead of broader adoption.

2. Scope of Agreement/Work

- a. Responsibilities of the City shall be as follows:
 - i. In coordination with LOTT, the City agrees to provide periodic staff support for the Pilot for operational, outreach, and educational activities.
- b. Responsibilities of LOTT shall be as follows:
 - i. LOTT will lead, administer, and operate the Pilot in coordination with the Washington State Department of Health, the Washington State Department of Ecology, local regulatory agencies, and other interested parties
 - ii. LOTT will provide the City with periodic updates on the progress of the Pilot, as well as a final report summarizing key findings upon completion.
 - iii. Outreach, partnership development, public events, media relations, and announcements will be managed by LOTT in coordination with the City and other interested parties.

- iv. LOTT is responsible for all compliance with applicable laws, regulations, and permitting requirements in connection with its activities under this Agreement.

3. Public Records Requests

- a. If either party to this Agreement receives a request for public disclosure that will require dissemination of material originating with another party, the party receiving the request will make an effort to notify the originating party. This notification is to allow the originating party an opportunity to seek court relief from disclosure. However, each party to this Agreement recognizes that the agency receiving a public records request is responsible for determining the manner in which it deems appropriate to respond to a public records request.
- b. This Agreement provides no assurance that information will be held confidential.

4. Funding

- a. For services provided throughout the Pilot, defined more specifically in Exhibit A, Scope of Work for Class A+ Pilot Project, the City agrees to contribute a total of **\$60,000.00**.
 - i. LOTT will invoice the City within sixty (60) days of executing this Agreement for the initial payment of **\$30,000.00**.
 - ii. LOTT will invoice the City no earlier than January 1, 2026, for the second payment of **\$30,000.00**.
 - iii. The City shall make payments within thirty (30) days of receipt of invoice.
- b. The City will consider possible further contributions to the Pilot during its budget process for the 2027-2028 biennium. Any additional funding contributions will require a written amendment to this Agreement.
- c. Upon completion of the work set forth in Exhibit A, LOTT will provide the City a copy of any final reports, documents, studies, and/or marketing materials developed throughout the Pilot.

5. Indemnification & Insurance

- a. LOTT agrees to indemnify, hold harmless and defend the City , its officers, officials, employees, and agents from any and all claims, damages, losses, and costs, including, but not limited to, reasonable attorney's fees and litigation costs, arising out of claims by third parties for property damage and bodily injury, including death, and any other third-party claims of any kind caused by or arising out of LOTT's performance or failure to perform any of its obligation under this Agreement, except for claims arising out of the sole negligence of the City.
- b. No liability shall attach to the Parties by reason of entering into this Agreement except as expressly provided herein, and this Agreement is not intended for the benefit of any third party.
- c. The City agrees to defend, indemnify and hold LOTT, its officers, officials, employees and volunteers harmless from any and all claims, injuries, damages, losses or suits including reasonable attorney fees, arising out of or in connection with the City's performance of this Agreement, to the extent caused by the sole negligence of the City.

6. Duration of Agreement

- a. This Agreement shall be effective until December 31, 2026, unless otherwise terminated or extended in the manner described herein. This Agreement may be extended for additional periods of time upon mutual written agreement of the parties.

7. Termination of Agreement

- a. This Agreement may be terminated upon sixty (60) days' notice to the other party using the method of notice provided for in this Agreement.

8. Dispute Resolution

- a. Any dispute under this Agreement shall first be submitted to mediation or non-binding arbitration prior to bringing an action in a court of law. The City and LOTT shall share equally in the costs of such non-binding dispute resolution with each party bearing its own costs.

9. Interpretation and Venue

- a. This Agreement has been and shall be construed as having been made and delivered within the State of Washington and it is agreed by each party hereto that this Agreement shall be governed by the laws of the State of Washington both as to its interpretation and performance. Any action at law, suit in equity, or judicial proceeding arising out of this Agreement shall be instituted and maintained only in a court of competent jurisdiction in Thurston County, Washington.
- b. If any provision of this Agreement or any provision of any document incorporated by reference shall be held invalid, such invalidity shall not affect the other provisions of this Agreement which can be given effect without the invalid provision, if such remainder conforms to the requirements of applicable law and the fundamental purpose of this Agreement, and to this end the provisions of this Agreement are declared to be severable.

10. Entire Agreement

- a. This Agreement sets forth all terms and conditions agreed upon by the City and LOTT, and supersedes any and all prior agreements oral or otherwise with respect to the subject matter addressed herein.
- b. The parties have participated and had an equal opportunity to participate in the drafting of this Agreement, and Exhibits, if any, attached. No ambiguity shall be construed against any party upon a claim that such party drafted the ambiguous language.
- c. A failure by either party to exercise its rights under this Agreement shall not preclude that party from subsequent exercise of such rights and shall not constitute a waiver of any other rights under this Agreement unless stated to be such in a writing signed by an authorized representative of the party and attached to the original Agreement.
- d. Either party may request changes to the Agreement, however, no change or addition to this Agreement shall be valid or binding upon either party unless such change or addition be in writing and signed by both parties. Such amendments shall be attached to and made part of this Agreement.

11. Filing

- a. Prior to its entry into force, this Agreement shall be filed with the Thurston County Auditor's Office or posted upon the websites or other electronically retrievable public source as required by RCW 39.34.040.

12. Notice

- a. Any notice required under this Agreement shall be to the party at the address listed below and shall become effective as of the date of deposit in the United States Postal Service.

CITY OF TUMWATER

Attn: City Clerk
555 Israel Road SW
Tumwater, WA 98501

LOTT CLEAN WATER ALLIANCE

Attn:
Olympia, WA 98506

13. Effective date

- a. This Agreement is hereby entered into between the City of Tumwater and LOTT Clean Water Alliance and shall take effect on the date of the last authorizing signature affixed hereto:

***** SIGNATURES ON FOLLOWING PAGE *****

CITY OF TUMWATER

LOTT CLEAN WATER ALLIANCE

Debbie Sullivan, Mayor

Matthew J. Kennelly, P.E.
Executive Director

Date

Date

ATTEST:

ATTEST:

City Clerk

Clerk

APPROVED AS TO FORM:

APPROVED AS TO FORM:

Karen Kirkpatrick, City Attorney

LOTT Attorney

EXHIBIT A: SCOPE OF WORK FOR CLASS A+ PILOT PROJECT

Lead Agency: LOTT Clean Water Alliance

Project Purpose

To demonstrate safe and effective reclaimed water purification methods that can attain the high quality of potable water by using Class A+ reclaimed water standards, the highest level of recycled water quality as defined by Washington State.

Objectives

- Demonstrate advanced purification of reclaimed water to meet drinking water standards.
- Pilot test and compare two multi-step treatment systems using Reverse Osmosis and Carbon Filtration.
- Evaluate effectiveness of both treatment processes in removing chemicals and pathogens.
- Engage the public through education, outreach, and product sampling (e.g., beer, root beer).
- Support the development of regulatory policies and standards for future Class A+ projects.

Key Activities

- Design and install two pilot-scale advanced treatment systems.
- Operate and monitor systems for performance and safety.
- Collaborate with local businesses to produce consumable products using Class A+ water.
- Conduct public outreach and sampling events.
- Provide data and insights to state regulators for permitting pathways.

Partners

- Jurisdictional Partners: Cities of Lacey, Olympia, Tumwater, and Thurston County
- State Agencies: WA Departments of Health and Ecology, State Board of Health
- Community Partner: Squaxin Island Tribe
- Consultant: Hazen and Sawyer
- Community Stakeholders: Local businesses and residents

Innovation & Experience

This is the first Class A+ demonstration in Washington State. It builds on LOTT's 30+ years of leadership in advanced water treatment and offers a model for future potable reuse projects statewide and nationally.

Expected Outcomes

- Production of safe, high-quality Class A+ reclaimed water.
- Increased public awareness and acceptance of water recycling.
- Foundation for future water resource management strategies.

Project Estimated Timeline

- 2024-2025: Planning and design of treatment systems.
- 2025-2026: Installation and testing of systems.
- 2026: Public engagement and product sampling events with purified water available by Summer 2026.

"All water is recycled. Judge it by its quality, not its history."

EXHIBIT A: SCOPE OF WORK FOR CLASS A+ PILOT PROJECT

Lead Agency: LOTT Clean Water Alliance

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"All water is recycled. Judge it by its quality, not its history."

TO: City Council
 FROM: Troy Niemeyer, Finance Director
 DATE: November 3, 2025
 SUBJECT: Ordinance No. O2025-016, Ad Valorem for Regular Property Taxes for the Fiscal Year 2026

1) Recommended Action:

Move Ordinance No. O2025-016, AN ORDINANCE of the City Council of the City of Tumwater, Washington, relating to finance and setting the amount fixed for the regular levy of property tax necessary to raise the amount of revenues for essential expenditures for the City of Tumwater for the fiscal year 2026, to the November 18, 2025, consent agenda for adoption.

2) Background:

Ordinance O2025-016 is necessary to certify the property tax levy for the City and, indirectly, to also determine the property tax rate. An approved Ordinance must be forwarded to the Thurston County Assessor's Office, along with the levy certification, by November 30, 2025, to establish the tax levy for fiscal year 2026.

Washington State Statutes limit property tax increases to the lesser of one percent (1%) or the Implicit Price Deflator (as published by the Washington Department of Revenue). The latter is 2.44 percent.

A one percent increase over our actual 2025 levy amounts to \$117,800. This does not include the County Assessor's consideration of any possible adjustments from successful challenges to assessed value, technical corrections in value, increases resulting from additional new construction, assessed utilities property value, or granting of exemptions per RCW 84.69.180. The 2026 property tax levy related to new construction is estimated to be \$151,383 based on estimated new construction of \$86,504,950. The estimated levy rate for 2026 will be approximately the same as the 2025 levy rate of \$1.75.

Because the valuations are not finalized, the 2026 levy is considered to be an estimate. The final assessed value is certified by the Thurston County Assessor and Washington State Department of Revenue in early January 2025.

3) Policy Support:

- Strategic Goals and Priorities: Fiscally responsible and develop sustainable financial strategies.
 - Vision Mission Beliefs-Excellence: Efficient stewards of public resources, building public trust through transparency.
-

4) Alternatives:

- ☐ Do not pass the Ordinance, maintain property taxes at the 2024 level, and bank the allowable levy increase.

- ☐ Change the levy increase to something less than stated above.

5) Fiscal Notes:

This ordinance authorizes Tumwater's 2026 property tax levy necessary to fund core government services.

6) Attachments:

- A. Exhibit A – Ordinance No. O2025-016 Ad Valorem for Regular Property Taxes for the Fiscal Year 2026

ORDINANCE NO. O2025-016

AN ORDINANCE of the City Council of the City of Tumwater, Washington, relating to finance and setting the amount fixed for the regular levy of property tax necessary to raise the amount of revenues for essential expenditures for the City of Tumwater for the fiscal year 2026.

WHEREAS, the City of Tumwater held a public hearing on Monday, November 3, 2025, to consider an increase in property tax revenues from January 1, 2026 to December 31, 2026; and

WHEREAS, the Thurston County Assessor's Office provides the City with the new assessed valuation for all existing properties and all new construction, improvements to property, annexations, and state-assessed utility property; and

WHEREAS, the Implicit Price Deflator (IPD) used for calculation of the property tax increase for setting the 2025 levy amount was 2.44 percent as reported by the Washington Department of Revenue; and

WHEREAS, the City Council desires to limit the rate to \$3.10 per \$1,000 of assessed value, plus administrative refunds; and

WHEREAS, the population of the City of Tumwater is more than 10,000; and

WHEREAS, for taxing districts with populations of 10,000 or greater, the limit factor for property taxes due in 2026 is 101 percent.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF TUMWATER, STATE OF WASHINGTON, DOES ORDAIN AS FOLLOWS:

Section 1. An increase in the regular property tax levy, based on the limit factor for property taxes, is hereby authorized for the levy to be collected in the 2026 tax year. This levy results in a \$117,800 increase and a 1.00% change from the 2025 regular levy amount as set forth in RCW 84.55.120. Certification of the levy shall not exceed the \$3.10 limit per \$1,000 of assessed value plus administrative refunds.

Section 2. This amount to be levied, as stated in Section 1 above, is exclusive of any additional revenue from refunds made, new construction, or any other adjustments made by the County Assessor.

Section 3. On or before the 30th day of November 2025, the Finance Director or designee shall file with the Clerk of the Thurston County Board of

EXHIBIT A

Commissioners a certified estimate of the total amount to be raised by the ad valorem tax levied on property within the City of Tumwater.

Section 4. Ratification. Any act consistent with the authority and prior to the effective date of this ordinance is hereby ratified and affirmed.

Section 5. Severability. The provisions of this ordinance are declared separate and severable. The invalidity of any clause, sentence, paragraph, subdivision, section, or portion of this ordinance or the invalidity of the application thereof to any person or circumstance, shall not affect the validity of the remainder of the ordinance, or the validity of its application to other persons or circumstances.

Section 6. Effective Date. This ordinance shall become effective five (5) days after passage, approval and publication as provided by law.

ADOPTED this 18th day of November 2025.

CITY OF TUMWATER

Debbie Sullivan, Mayor

ATTEST:

Melody Valiant, City Clerk

APPROVED AS TO FORM:

Karen Kirkpatrick, City Attorney

Published:_____

Effective Date:_____

TO: City Council

FROM: Dana Bowers, Associate Planner; Sharon Lumbantobing, Deputy Community Development Director

DATE: November 3, 2025

SUBJECT: Resolution No. R2025-015 Food System Plan

1) Recommended Action:

Adopt Resolution No. R2025-015, concerning the Food System Plan.

This resolution was recommended for adoption by the Planning Commission after a public hearing on September 23, 2025.

2) Background:

To address community concerns about food insecurity at the local level, the City Council included the preparation of a Food System Plan in the 2024 and 2025 Long Range Planning Work Program. City staff have been working with consultant Rebeca Potasnik to prepare a plan that develops a strategy to promote providing healthy food for all members of the community, reducing food waste, and supporting food production and processing. The final plan identifies strengths and gaps, defines goals and policies, and creates a strategy to support improving local food systems. Implementation will focus on eliminating barriers, addressing gaps in the current system, producing solutions to implement at appropriate scale, and maintaining relationships with jurisdictional and community partners.

The City Council discussed the Planning Commission recommendation on Resolution No. R2025-015 on October 14, 2025, and placed discussion of the resolution on the consideration calendar for the City Council's November 3, 2025, meeting.

3) Policy Support:

Strategic Priority: Build a Community Recognized for Quality, Compassion and Humanity.

4) Alternatives:

☐ None

5) Fiscal Notes:

Preparation of the Plan is internally funded. Funding for implementation of the Plan will be a part of future discussions.

6) Attachments:

- A. Staff Report
- B. Resolution No. R2025-015
- C. Tumwater Food System Plan

STAFF REPORT

Date: November 3, 2025

To: City Council

From: Dana Bowers, Associate Planner, and Brad Medrud, Community Development Director



Resolution No. R2025-015 Food System Plan

1 – Background

The City Council approved the development of a Food System Plan as part of the 2024 and 2025 Long Range Planning Work Programs. The intent of the Plan is to review the current food landscape in Tumwater and create a strategy to improve outcomes for the community. The City hired Rebeca Potasnik as a consultant to assist with the development of the Plan.

Because the scope of food security is broad, the project focused on developing strategies that improved outcomes for the following goals:

- How to provide healthy food for all members of the community;
- Reduce food waste; and
- Support local food production and processing.

The Planning Commission was briefed on the scope of work for the Plan on November 26, 2024, and conducted work sessions on draft elements of the Plan on February 11, 2025, April 22, 2025, and July 8, 2025.

The General Government Committee was briefed on draft elements of the Plan on November 13, 2024, March 18, 2025, and May 14, 2025. City Council was briefed on the development of the Plan July 8, 2025.

The Planning Commission held a work session on Resolution No. R2025-015 on September 9, 2025, and public hearing on September 23, 2025. After completing the public hearing, the Planning Commission recommended that the City Council adopt the Plan.

The City Council discussed the Planning Commission recommendation on Resolution No. R2025-015 on October 14, 2025, and placed discussion of the resolution on the consideration calendar for the City Council's November 3, 2025, meeting.

2 – Proposed Food System Plan

The Food System Plan provides the current context of the food system network, identifies gaps which lead to inequitable food access, and proposes goals, policies, and opportunities to improve Tumwater’s local food system. These goals and policies will guide City Council decisions. Programs and projects proposed in the opportunities section will be considered by the City Council as part of annual work program development as funding and staff capacity allows.

Seven sectors were selected to provide a comprehensive framework for analyzing Tumwater’s food system in the Community Food Assessment. More information about each sector can be found in the Plan. The structure of the Plan followed established models from other food system assessments, while being adapted to Tumwater’s local context. The Plan’s structure captures the full cycle of the food system in a way that is relevant for City action and consistent with best practices.

Challenges were identified for each of the sectors as a basis to identify needs and create goals for the Plan and are included in Chapter 2. The Plan also identified opportunities to address challenges in Chapter 3.

3 – Review and Approval Criteria

The Food System Plan was categorically exempt from SEPA under WAC 197-11-800(19) as a non-project, procedural action that did not establish substantive standards affecting use or modification of the environment.

4 – Public Notification

A Notice of Public Hearing was published in The Olympian on September 12, 2025, for the Planning Commission public hearing that was held on September 23, 2025.

5 – Public Comment After Hearing

Additional public comment was received on October 14, 2025, prior to the City Council work session regarding consideration of temporary or pop-up food distribution sites.

6 – Planning Commission Recommendation

After the public hearing on September 23, 2025, the Planning Commission recommended that the City Council adopt Resolution No. R2025-015.

RESOLUTION NO. R2025-015

A RESOLUTION of the City Council of the City of Tumwater, Washington, adopting the 2025 Food System Plan.

WHEREAS, the City of Tumwater believes that access to food is fundamental to community health and well-being; and

WHEREAS, Sustainable Thurston, which was adopted by the Thurston Regional Planning Council in 2013, sets a goal to support local food systems to increase community resilience, health, and economic prosperity; and

WHEREAS, the Thurston County Countywide Planning Policies support nurturing urban agricultural and food-oriented businesses to build a vital, diverse, and strong local economy, including job opportunities that support community and household resilience, health, and well-being; and

WHEREAS, a goal of Tumwater's Strategic Priorities and Goals 2025 – 2026 is to develop innovative partnerships and strategies with community human and social services organizations to improve service delivery to communities facing barriers, including senior citizens, low-income residents, and others; and

WHEREAS, Tumwater's Comprehensive Plan includes policies and actions that promote access to healthy food, including diverse meal options and fresh produce; and

WHEREAS, the City Council approved 2024 and 2025 long range planning work programs that directed staff to prepare a Tumwater Food System Plan that focused on how to provide healthy food to the community, reduce food waste, support local food processing, eliminate barriers, address gaps in the current system, produce solutions to implement at appropriate scale, and identify how to maintain and update resource materials through jurisdictional and community partners; and

WHEREAS, the Planning Commission had a briefing on the Plan on November 26, 2024, and work sessions on February 11, 2025, April 22, 2025, and July 8, 2025; and

WHEREAS, the General Government Committee had briefings about the Plan on November 13, 2024, March 18, 2025, and May 14, 2025; and

WHEREAS, the City Council had a work session on the Plan on July 8, 2025, and

WHEREAS, the Planning Commission had a work session on the resolution on September 9, 2025, and held a public hearing on September 23, 2025; and

WHEREAS, following the public hearing and deliberations, the Planning Commission recommended adoption of the Plan by the City Council; and

WHEREAS, the City Council discussed the Planning Commission's recommendation at a work session on October 14, 2025 and considered the resolution on November 3, 2025; and

WHEREAS, the City Council finds that the 2025 Food System Plan is consistent with the Comprehensive Plan, supports the health, safety, and welfare of the residents of Tumwater, and will benefit the public.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF TUMWATER AS FOLLOWS:

Section 1. Acceptance. The 2025 Food System Plan, attached hereto as Exhibit "A", is hereby adopted.

Section 2. Ratification. Any act consistent with the authority and prior to the effective date of this Resolution is hereby ratified and affirmed.

Section 3. Severability. The provisions of this Resolution are declared separate and severable. The invalidity of any clause, sentence, paragraph, subdivision, section, or portion of this Resolution or the invalidity of the application thereof to any person or circumstance, shall not affect the validity of the remainder of the Resolution, or the validity of its application to other persons or circumstances.

Section 4. Effective Date. This Resolution shall become effective immediately upon adoption and signature as provided by law.

RESOLVED this ____ day of _____, 2025.

CITY OF TUMWATER

Debbie Sullivan, Mayor

ATTEST:

Melody Valiant, City Clerk

APPROVED AS TO FORM:

Karen Kirkpatrick, City Attorney

City of Tumwater

Food System Plan



Power House Ranch produce at Tumwater Farmers Market, photo by Kelly Marie Dawson

Adopted November _____, 2025 by Resolution No. 2025-015



DRAFT Tumwater Food System Plan
October 24, 2025

CONTENTS

CONTENTS 1

1. INTRODUCTION 2

 Methodology & Approach 2

 What is a Food System? 3

 Recent History of Regional Collaboration 4

2. SECTOR SUMMARIES 6

 Land Use & Conservation 6

 Processors & Producers 7

 Retail & Distribution 9

 Waste Reduction & Recovery 10

 Access & Security 12

 Public Health & Nutrition 15

 Education & Workforce 16

3. FOOD SYSTEM GOALS & OPPORTUNITIES 19

 Goal 1: Provide access to fresh, nutritious, and culturally appropriate food for all members of the community. 19

 Goal 2: Reduce food waste. 21

 Goal 3: Support local food processing and production. 23

4. RECOMMENDATIONS FOR CONTINUED WORK 27

APPENDIX A – SUBJECT MATTER EXPERTS 28

APPENDIX B – SURVEY & INTERVIEW QUESTIONS 30

 Survey Instrument 30

 Interview Questions 31

APPENDIX C – REFERENCES 32

DRAFT Tumwater Food System Plan

October 24, 2025

1. INTRODUCTION

This Food System Plan addresses food insecurity at the local level by focusing on how to do the following three things:

1. Provide healthy food for all members of the community.
2. Reduce food waste.
3. Support local food production and processing.

The plan identifies the most impactful activities for Tumwater in addressing core food insecurity issues, eliminating barriers, addressing gaps in the current system, and offering appropriately scaled solutions implemented at the municipal level through collaborations between the City and community partners.

Methodology & Approach

This plan was developed grounded in the principles of equity, sustainability, stability, resiliency, and efficacy.

- Equity. A food system should support food security with an emphasis on those community members that experience the greatest inequities.
- Sustainability. A balance between environmental health, economic profitability, and social equity creates a resilient food system that meets current food needs without compromising the ability of future generations to meet their own needs.
- Stability. All community members should have reliable access to sufficient, safe, culturally appropriate, and nutritious food, even in the face of unexpected challenges.
- Resiliency. The food system should maintain its functionality and continue to provide food security and nutrition under various adverse conditions.
- Efficacy. The audience for the plan is Tumwater, therefore, the objectives and actions in this plan will be the areas where the City can have the most impact.

A Community Food Assessment was conducted to provide an understanding of the current local conditions and identify the most impactful activities for Tumwater in achieving its goals. The assessment examined existing conditions, challenges, and opportunities within Tumwater's food system by engaging with 53 subject matter experts that were interviewed or surveyed. Subject matter experts were chosen to holistically represent Tumwater's current food system including natural, physical/built, political, and social aspects.

Interviews were conducted with guiding questions, allowing conversations to follow different directions depending on the interviewee's perspective. The survey was conducted online. Appendix A contains a complete list of the subject matter experts and Appendix B provides the survey and interview questions.

DRAFT Tumwater Food System Plan

October 24, 2025

The assessment and plan development also included a review of literature spanning municipal and regional planning documents, as well as reports, academic articles, websites, and toolkits related to food systems, land use, and public health. A complete list of materials is provided as Appendix C.

The assessment is organized into seven sector summaries:

1. Land Use & Conservation
2. Processors & Producers
3. Retail & Distribution
4. Waste Reduction & Recovery
5. Access & Security
6. Public Health & Nutrition
7. Education & Workforce

Each sector summary includes Key Challenges, Key Developments, and Current Collaborations & Resources. These seven sectors were selected to provide a comprehensive yet streamlined framework for analyzing the food system. They follow established models from other food system assessments, while being adapted to Tumwater's local context. This structure captures the full cycle of the food system in a way that is relevant for city action and consistent with best practices.

The final section of the plan is organized around Tumwater's three overarching goals and offers policies and opportunities informed by the Community Food Assessment findings.

What is a Food System?

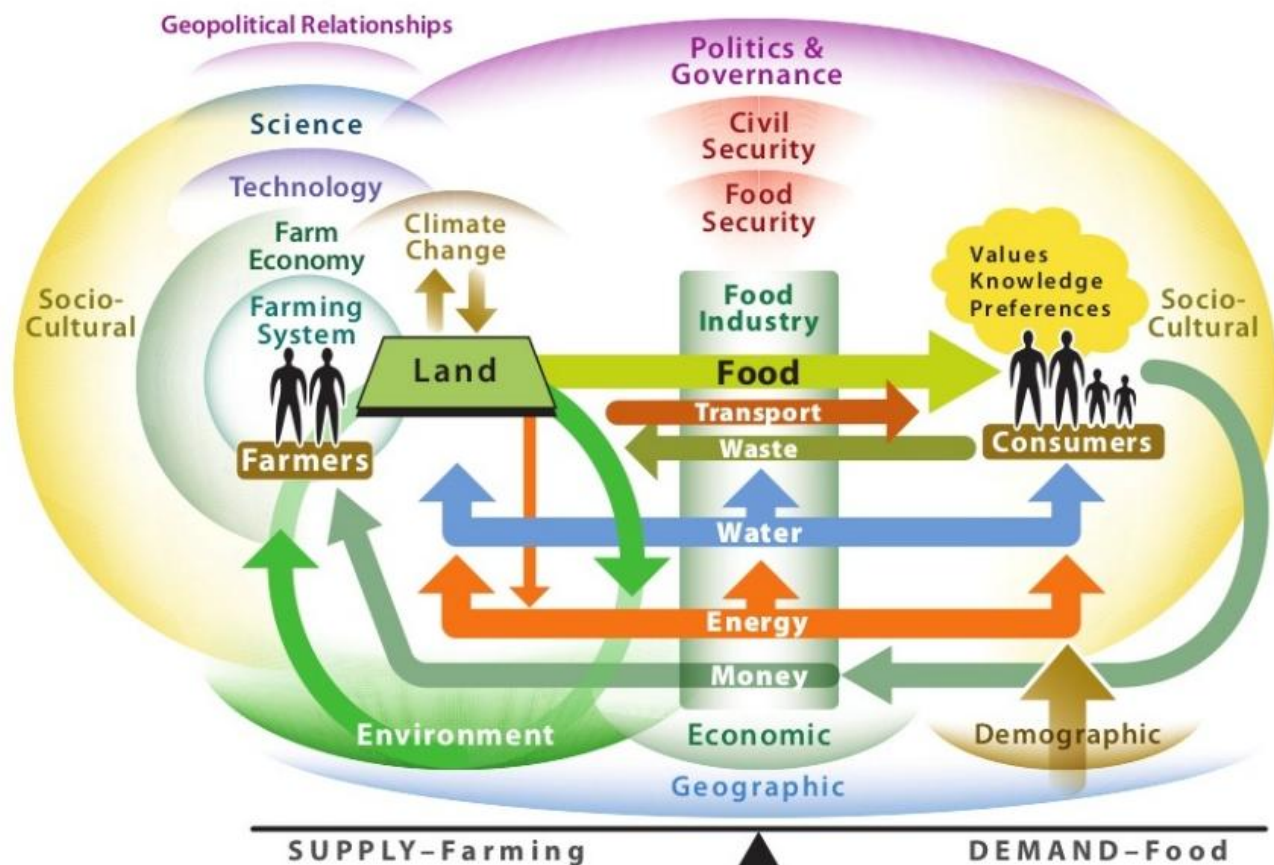
The food system is an interconnected web of inputs, activities, and actors involved in producing, processing, distributing, consuming, and disposing of food. Figure 1 illustrates the complexity and interrelationships within that system. Importantly, our modern food system does not adhere to jurisdictional boundaries, as food moves across cities, counties, states, and countries before it reaches consumers.

In this context, the definition of "local" becomes both important and nuanced. The term can vary widely depending on the entity using it. For example, Tumwater School District's Food Services Department uses a definition aligned with the United States Department of Agriculture, the major funder of school meals. In this instance, "local" means food sourced from anywhere within Washington State. By contrast, farmers markets and food hubs often define "local" more narrowly, based on a handful of surrounding counties. These definitions can be visualized as concentric circles expanding outward, shaped by product availability and the proximity of farms, processors, and producers.

DRAFT Tumwater Food System Plan

October 24, 2025

Figure 1. The Interrelation of Food System Components.



Source: Future of Food and Farming, UK Government, designed by shiftN

Recognizing the need for a strong and resilient food system, Tumwater has incorporated discussion of the local food system into elements of its 2025 Comprehensive Plan update. The inclusion of a Climate Element—new as of December 2024—demonstrates a commitment to sustainability through greenhouse gas reduction and climate resilience strategies. These are essential for ensuring the long-term health and stability of both local and regional food systems. The Conservation Element will emphasize community collaboration to improve access to healthy, affordable, culturally appropriate, and sustainably produced food, ensuring that all community members can reliably access nutritious food.

Recent History of Regional Collaboration

A resilient food system requires regional collaboration. Shared planning, infrastructure, and partnerships help Tumwater and community organizations make a greater impact, especially for those most affected by food insecurity. Over the past 18 years, efforts across Thurston County have brought together diverse partners with goals to build a food system that is equitable, sustainable, stable, and resilient.

DRAFT Tumwater Food System Plan

October 24, 2025

Community Food Summit (2011): In 2007, local nonprofits—including Garden-Raised Bounty (GRuB), Thurston County Food Bank, Sustainable South Sound, Left Foot Organics, and the Gleaners Coalition—joined with The Evergreen State College and area farmers to launch the Hunger Free Thurston County Coalition and Food Bank Growers Network. These efforts culminated in the 2011 Community Food Summit, a two-day event that presented findings from a regional food assessment and launched working groups that laid the foundation for future collaboration. Out of this event grew the Thurston Thrives Food Action Team, the Thurston Asset Building Coalition Food Hub, and the Sustainable Thurston Food System Council.

Thurston Asset Building Coalition Food Hub (2012): The Thurston Asset Building Coalition formed a Food Hub to strengthen the local food economy, increase access to healthy food, and promote environmental stewardship. It connected multi-sector partners to support economic stability for low-income households.

Thurston Thrives Food Action Team (2013): Launched by Thurston County Public Health & Social Services, Thurston Thrives used a collective impact model to address public health. The Food Action Team focused on food, nutrition, equity, and health, and developed a Strategy Map presented to the County Board of Health in 2013.

Sustainable Thurston Food System Council (2011–2014): As part of the Sustainable Thurston planning process, the Thurston Regional Planning Council convened a Local Food Systems Panel to inform its regional sustainability plan. Their 2012 White Paper built on recommendations from the Community Food Summit and led to the creation of the Sustainable Thurston Plan in 2014. The Thurston Food System Council emerged from this process as a grassroots body tasked with advancing the plan’s food goals, though it lacked dedicated funding or staffing.

South Sound Food System Network (2016–present): To reduce duplication and align efforts, the Thurston Asset Building Coalition Food Hub, Thurston Thrives Food Action Team, and the Thurston Food System Council merged to form the South Sound Food System Network in 2016. Early leadership included GRuB, Thurston Economic Development Council, Washington Department of Health, and Senior Services for South Sound, with participation from over 30 organizations. South Sound Food System Network is currently staffed through Thurston Asset Building Coalition with state support, though funding is uncertain after June 2025. Recently, the Network has experienced lower participation and a narrower focus on food security rather than broader system goals.

DRAFT Tumwater Food System Plan

October 24, 2025

2. SECTOR SUMMARIES

Land Use & Conservation

Tumwater is situated on land traditionally stewarded by Indigenous peoples through active management of oak and camas prairies—among the most biodiverse and culturally significant ecosystems in the Pacific Northwest. These prairies, shaped by generations of human-ecological relationships, support a wide array of food and medicinal plants such as camas, bracken fern rhizomes, hazelnuts, berries, and acorns from Garry oak trees. Seasonal camas harvests are not only vital food-gathering events but also moments of cultural connection. Intentional fire has been used to maintain prairie landscapes and sustain habitats for grazing animals like deer and elk. Today, between two to three percent of these unique ecosystems remain.

Land use decisions directly influence the foundations of a healthy and resilient food system. In Tumwater, land is under increasing pressure from the competing needs of housing, commercial and industrial growth, and environmental conservation. These decisions affect the availability of space for local food production, and the preservation of vital ecological and cultural resources.

Key Developments

- Regenerative agriculture contributes to climate solutions by drawing carbon dioxide from the atmosphere and sequestering it in the soil.
- From 2012 to 2022, Thurston County lost 27% of its farmland—shrinking from 76,638 acres to 55,943 acres—and 17% of its farms.
- Walkable urban environments and localized food supply chains enhance resilience by improving equitable access to fresh foods, reducing emissions, and supporting local economies.

Key Challenges

- Housing markets favor single family developments, increasing the value of land with access to utilities in urban growth areas and driving the pressure for development.
- High farmland costs in the region create barriers for new and beginning farmers.
- The Growth Management Act prioritizes dense development in urban areas to protect rural area, which does not always readily accommodate food production in urban zones.
- Tumwater must continually navigate tensions between competing urban land use needs for housing, industrial and commercial development, conservation, and agriculture.

DRAFT Tumwater Food System Plan

October 24, 2025

Current Collaborations & Resources

- The **Community Farm Land Trust** preserves farmland through community ownership models, long-term leases, and conservation easements, ensuring long-term affordability and land access for farmers in the South Puget Sound.
- The **Thurston Conservation District** supports landowners with technical assistance and conservation planning that promotes soil health, water quality, and wildlife habitat.
- The **Natural Resources Conservation Service** provides financial and technical support through programs like Environmental Quality Incentives Program and Conservation Stewardship Program (EQUIP) helping local landowners implement conservation practices that build climate resilience and support sustainable agriculture.

Processors & Producers

The people and businesses who grow, forage, raise, and process food in and around Tumwater are the foundation of the local food system. The makeup of producers in Tumwater area includes small-scale farmers, ranchers, food processors, urban farmers, foragers, and community gardeners. Their efforts contribute to food access, economic resilience, and environmental sustainability. Despite operating at different scales, many processors and producers face similar challenges and opportunities as they work to feed the community.

In 2010, the Tumwater City Council amended urban agriculture regulations (Ordinance O2010-029), making it easier for residents to raise and sell food within city limits. Chickens, rabbits, bees, are allowed on most lots. Miniature livestock are allowed on residential lots over 5,000 square feet and larger animals are permitted on parcels over two acres within city limits.

Tumwater's 2019 Economic Development Plan highlighted the importance of expanding the craft food and beverage sector in Goal #5. This goal emphasizes not just brewing and distilling, but also the need to strengthen connections across the supply chain—from growers and processors to markets and manufacturers.

Key Developments

- Tumwater is home to two major developments supporting craft food and beverage production: the **Craft District** on Capitol Boulevard and the **Warehouse District** on Old Highway 99. The Craft District, part of a state-funded Innovation Partnership Zone, includes Heritage Distilling, South Puget Sound Community College's Craft Brewing and Distilling Program, and retail outlets. The Warehouse District features local businesses like Matchless Brewing, Triceratops Brewing, Spud's Produce Market, and 8 Arms Bakery.
- The **Southwest Washington Regional Agricultural Business & Innovation Park** in Tenino is beginning to open its first phase. Focused on value-added agriculture, the Ag Park supports food-related manufacturing, processing, storage, and packaging. Project partners include the Thurston

DRAFT Tumwater Food System Plan

October 24, 2025

Economic Development Council, City of Tenino, and Dragonwheel Investment Group with support from Washington State University Extension, Port of Olympia, Northwest Agricultural Business Center, and Thurston County.

- **Colvin Ranch** is establishing a USDA-certified meat processing facility at the Ag Park, addressing a longstanding bottleneck for local livestock producers. Once operational, the facility will serve regional ranchers with a planned capacity of up to 100 animals per week, enhancing the regional meat supply chain, improving local food access, and reducing the environmental impact associated with long-distance animal transport.
- The Tumwater School District operated a small farm at Tumwater's Isabella Bush Park through a program for high school students called **FRESH (Farm Rooted Education for Sustainability & Health)**. Tumwater provides the farmland, a barn, and water at no cost to the school district. Since 2020, FRESH has produced over 13,000 pounds of food for seniors, low-income students' families, and the Thurston County Food Bank. As of this writing, the program is scheduled to end in July 2025 due to the school district's budget cuts.

Key Challenges

- High farmland costs limit access for new and beginning farmers.
- Access to affordable water remains a significant barrier for urban farms and gardens.
- Tariffs may increase the cost or reduce availability of critical farming inputs.
- Agricultural employers report difficulty hiring and retaining workers.
- Small-scale farmers often lack access to subsidies, which are typically tied to acreage or production volume, and time-intensive application processes often outweigh the benefit.
- Many processors and producers lack access to affordable cold storage, which limits the ability to scale or diversify their operations.

Current Collaborations & Resources

- Tumwater currently has one **community garden** with 20 plots, located at Tumwater United Methodist Church. The **Parks and Recreation Department** has a grant program to provide funding to support the expansion of community gardens in Tumwater.
- **Northwest Agriculture Business Center** provides technical assistance to agricultural businesses, including farms and food businesses in Thurston County.
- **Native Grown & Gathered** offers marketing and technical support to Native American food producers and businesses.
- **Our Community Kitchen** and **LOC-OLY Grown**, two commercial kitchens on Olympia's west side, support small-scale food entrepreneurs with prep stations, equipment, and cold/dry storage. Our Community Kitchen also offers group purchasing opportunities.

DRAFT Tumwater Food System Plan

October 24, 2025

- Access to farmland and farmland loss are high-priority issues for Thurston Conservation District, which has worked county-wide since 2014 with the **South Sound FarmLink** program and since 2023, in Olympia with the **Farm My Yard** program. Innovative urban agriculture options similar to Farm My Yard may serve Tumwater's needs for increased urban food production.
- In addition to technical assistance for landowners, the **Thurston Conservation District** offers community garden support to governments, public agencies, organizations, and individuals through the **Community Garden Support Network**.

Retail & Distribution

Retail and distribution are essential for strengthening Tumwater's local food economy and improving access to fresh, locally produced food. The City's focus on cultivating a strong craft food and beverage sector aligns with broader economic and land use goals. Tumwater's 2019 Economic Development Plan includes fostering community-oriented retail, especially grocery-anchored centers (Goal #8), and supporting the full craft food and beverage supply chain (Goal #5), from growers to markets.

Key Developments

- Food hubs connect small and mid-sized producers with institutional and retail buyers by aggregating, distributing, and marketing local products. These services help farms access stable markets, like schools, grocery stores, and food banks, while streamlining local sourcing for buyers. The region now has two food hubs: Southwest Washington Food Hub and South Sound Fresh.
- The Warehouse and Craft Districts provide retail and distribution space for local food and beverage producers.

Key Challenges

- Food costs have increased, and fresh local food is harder to access.
- The Tumwater Farmers Market is under-resourced, with limited operation and an outdated web presence.
- Federal programs like Farm to School face funding uncertainties.
- Cold storage capacity remains limited across the distribution network.
- Direct-to-consumer retailers, such as farmers markets, food hubs, and farms, face barriers to accepting electronic benefit transfer (EBT), including administrative burdens and technology costs.

DRAFT Tumwater Food System Plan

October 24, 2025

Current Collaborations & Resources

- The **Tumwater Farmers Market** operates June–September 2nd and 4th Sundays, at Peter G. Schmidt Elementary School (11 AM–3 PM).
- The **Community Farm Land Trust** publishes the ***Fresh from the Farm Guide***, a free printed and electronic regional farm map and directory connecting consumers with farms, community supported agriculture (CSAs), markets, and food banks in a four-county region.
- **Farm to School**, a federal program implemented by the Washington State Department of Agriculture and regional partners, supports local food sourcing and garden-based learning. Tumwater School District does not currently participate.
- **Harbor Wholesale**, located in Lacey, is the largest independent food distributor on the West Coast. While not solely focused on local producers, its extensive warehousing, cold storage, and logistics infrastructure plays a key role in regional food distribution and could offer opportunities for partnership or logistical support to local processors and suppliers.
- **South Sound Fresh** serves Thurston and Mason Counties from its Olympia location. It works with over 50 producers and offers an online marketplace for consumers.
- The **Southwest Washington Food Hub**, a program of the Southwest Washington Growers Co-op, supports more than 30 producers in a six-county region.

Waste Reduction & Recovery

Reducing food waste offers numerous benefits.

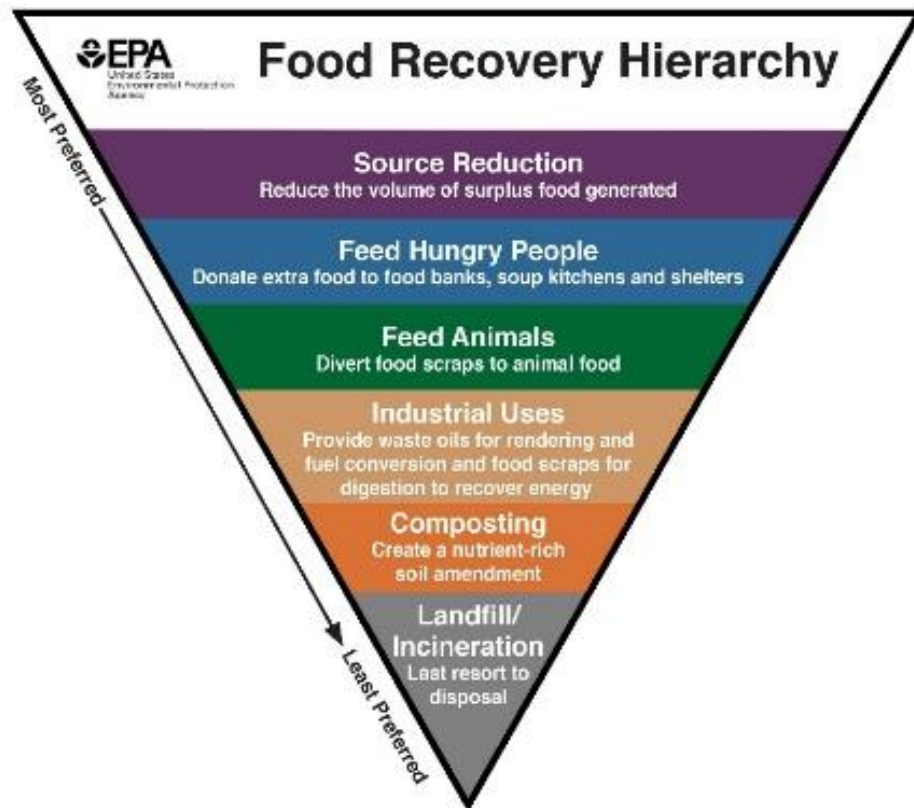
1. Greenhouse Gas Emissions Reduction. Diverting food from landfills reduces methane production.
2. Resource Conservation. Preventing food waste conserves the water, energy, and labor used in production.
3. Economic Savings. Households and businesses reduce costs associated with food production, transport, and disposal.
4. Improved Food Security. Surplus food can be redirected to those in need.
5. Soil Health. Composting food waste reduces landfill reliance and enriches soil through nutrient recycling.

The food recovery hierarchy prioritizes waste reduction strategies with landfill as the last resort.

DRAFT Tumwater Food System Plan

October 24, 2025

Figure 2: Food Recovery Hierarchy



Source: United States Environmental Protection Agency

Key Developments

- Washington's Organics Management Law (2022) mandates phased-in organic waste separation for businesses as part of the state's climate strategy:
 - 2024: Applies to businesses generating 8+ yards/week of food or yard waste
 - 2025: Threshold lowers to 4+ yards/week
 - 2026: Applies to businesses generating 96+ gallons/week

Key Challenges

- Enforcement of the Organics Management Law relies on self-reporting, with no immediate penalties for non-compliance.
- Leadership changes have slowed regional coordination on food waste diversion and rescue initiatives.
- Inadequate cold storage capacity limits food rescue operations.
- Edible food is often discarded due to cost or logistical barriers when supply chains fail.

DRAFT Tumwater Food System Plan

October 24, 2025

- Packaging contamination prevents some food waste from being composted.
- Short meal periods in K–12 schools lead to uneaten food and higher waste.
- Food diversion in schools often depends on individual staff initiatives rather than system-wide practices.
- Most Tumwater schools rely on reheating and serving pre-prepared meals which produce more packaging waste than scratch cooking.

Current Collaborations & Resources

- **LeMay Pacific Disposal** is Tumwater’s primary hauler, partnering with **Brady Trucking** and **Silver Springs Organics** for composting.
- The **Solid Waste Advisory Committee**, which includes a Tumwater representative from the City Council, advises Thurston County’s five-year Solid Waste Management Plan.
- **Thurston Conservation District** offers technical support for composting and other food waste reduction education.
- The **Thurston County Food Bank** rescues surplus food from retailers and restaurants and operates a gleaning program to harvest excess crops from local farms.
- The **Use Food Well Washington Plan**, created under state law (RCW 70A.205.715), outlines 30 recommendations to reduce food waste and its impacts.
- The **Washington Center for Sustainable Food Management**, launched in 2024, supports statewide food waste diversion and coordinates efforts under the Use Food Well plan.

Access & Security

Food security means reliable, consistent access to enough nutritious, culturally appropriate food to lead healthy, active lives without relying on emergency food or coping strategies like skipping meals or scavenging. *Food insecurity* arises when that access is limited due to insufficient resources, availability, or social barriers.

The latest Washington State Food Security Survey conducted August to October 2024 shows that food insecurity remains high among low-income households and those relying on food assistance. Groceries and housing were the most frequently cited financial hardships, with protein-rich and perishable foods such as meat, eggs, and fresh produce being the hardest to afford. The expiration of pandemic-era support programs, combined with rising food costs, has worsened financial strain.

In 2023, 14 percent of Tumwater residents received Supplemental Nutrition Assistance Program (SNAP) benefits. This federal program delivered through Electronic Benefit Transfer cards provides about \$187 per month per person in 2025, approximately \$6.16 per day. Benefits are based on the assumption that households spend 30 percent of their net income on food, and the program fills the gap between that

DRAFT Tumwater Food System Plan

October 24, 2025

amount and the United States Department of Agriculture's low-cost Thrifty Food Plan. While the federal government covers benefit costs, states share administrative costs.

Washington State's Market Match program offers additional incentives for Supplemental Nutrition Assistance Program, Women, Infants, and Children (WIC) Nutrition Program, and Senior Nutrition participants when they buy fresh produce at participating markets and stores.

The Thurston County Food Bank does not have a walk-in location in Tumwater, but its main warehouse is in Tumwater near the Interstate 5 and State Route 101 interchange. Thurston County Food Bank operates five satellite pantries in Tumwater. Some satellites use a shopping model where patrons choose their grocery items, and some use a drive-through model where patrons receive a pre-packaged assortment of groceries.

- South Puget Sound Community College (shopping model)
- Mt. View Church (drive-through)
- North Star Church of God (shopping)
- Tumwater United Methodist Church (drive-through)
- Tumwater Senior Center (shopping)

Clients receive 25–35 pounds of food per visit including shelf-stable items, protein, dairy, deli, and produce. Thurston County Food Bank also offers mobile programs like United States Department of Agriculture-funded senior boxes, home delivery, food rescue, local purchasing, and gleaning.

Figure 3. Food Sources by Value and Weight.



Source: Thurston County Food Bank.

DRAFT Tumwater Food System Plan

October 24, 2025

Key Developments

- SNAP's benefit formula assumes 30% of net income goes toward food, but high housing and living costs often reduce actual food spending.
- Thurston County Food Bank's demand is growing faster than the local population.
- Mutual aid models, like Little Free Pantries, expanded during the pandemic and continued to operate.
- Shifting federal policy priorities have introduced uncertainty around future food security funding.

Key Challenges

- Rising food prices strain household budgets and food access.
- Awareness of available resources and programs is low.
- Culturally appropriate food options are limited.
- Donations from large food companies may include highly processed or near-expired items, which do not always meet nutritional or cultural needs.
- Regional food assistance efforts lack coordination.
- Thurston County Food Bank patrons in Tumwater report needing more staples like milk, eggs, and fresh produce.
- Limited hours, days, and locations of assistance programs can be barriers.
- Many small farms and markets face administrative and technical barriers to accepting Electronic Benefit Transfer, limiting access for individuals who rely exclusively on federal Supplemental Nutrition Assistance Program benefits.

Current Collaborations & Resources

- The **Old Town Center** provides weekday lunches for seniors at no cost or suggested donation, now prepared by **Senior Services of South Sound**. Participation increased following a federal grant. The center also hosts a monthly Thurston County Food Bank food distribution serving 30–40 seniors, with demand rising post-pandemic.
- The **Tumwater Senior Council** provides a monthly lunch at Tumwater Historical Park from March through October each year.
- The **Food Source Foundation** supports mutual aid efforts in Tumwater, including **Souper Sunday – Tumwater**, a community-based food sharing initiative launched via Facebook in April 2025.
- **Senior Services for South Sound** operates the federally funded Senior Nutrition Program. The program serves 2,500 clients annually with hot and frozen meals, including 400 **Meals on Wheels**

DRAFT Tumwater Food System Plan

October 24, 2025

participants. Meals are tailored to health needs and prioritize local sourcing. Tumwater is a program partner.

- The **Olympia Kiwanis Club** runs three gardens producing over 20,000 pounds of donated food annually for Thurston County Food Bank.
- **Garden-Raised Bounty (GRuB)** installs free backyard gardens for low-income households and offers continued support via workshops, a seed library, and peer learning.
- **Little Free Pantries**, modeled on book-sharing libraries via a community cupboard, offer self-serve access to food and personal care items in several Tumwater locations, including Mountain View Church, Western Plaza Mobile Home Park, and an expanded version on Hoadly Loop that incorporates a pop-up tent.
- **Centro Integral Educativo Latino de Olympia (CIELO)** hosts monthly food distributions in high demand—often running out of food within an hour—underscoring ongoing unmet community needs.
- **Catholic Community Services** operates **The Community Kitchen** in downtown Olympia, serving lunch and dinner meals Monday through Saturday throughout the year.
- The **Union Gospel Mission** in downtown Olympia offers three meals daily Monday through Friday, one meal on Saturday, and two meals on Sunday year-round.

Public Health & Nutrition

Nutrition is a key component of preventive public health and contributes to healthier communities. Unfortunately, many people have limited knowledge about nutrition, cooking skills, seasonal eating, accessing or preparing fresh foods, and incentive and assistance programs. Lack of adequate food can affect physical and mental health. Children who grow up in homes without enough food are at an increased risk of illness and experiencing academic and psychosocial problems. Nutritional deficiencies and family stress both contribute to these outcomes.

The Tumwater School District serves approximately 3,800 lunches and 1,500 breakfasts each school day. During the summer months, it continues to provide meals, serving around 250 students daily at designated school sites. In the 2023–2024 school year, the district received \$177 per student in combined federal and state meal funding, with 97% of that funding coming from federal sources. For the 2025–2026 fiscal year, 33.24% of students are eligible for the Free and Reduced-Price Lunch Program, an increase of 3.5% from the previous year.

Key Developments

- The Tumwater School District has experienced a 30% rise in food costs over four years. Federal reimbursements have not kept pace, and the state’s contribution varies based on the share of students eligible for subsidized meals. The district must cover any shortfalls.

DRAFT Tumwater Food System Plan

October 24, 2025

- In the past 15–20 years, school kitchens have been redesigned with smaller spaces and limited equipment, shifting meal service away from scratch cooking. Today, most Tumwater schools rely on reheating and serving pre-prepared meals due to infrastructure and staffing constraints.

Key Challenges

- The Tumwater School District lacks a central kitchen; each school handles its own food preparation and storage. Infrastructure limitations in individual school kitchens constrain their ability to incorporate fresh, locally sourced foods.
- Meal programs often struggle to integrate donated or rescued food while meeting nutrition standards.
- Rising food prices make it harder for people with low incomes to afford fresh, nutrient-dense, local foods.
- Language barriers limit access to nutritional information, food sources, and program details.
- Many processed foods contain increasingly high levels of sugar and sodium, which can negatively impact health and condition people's taste preferences to crave more salt and sugar in their diets.

Current Collaborations & Resources

- **SNAP-Ed**, the educational arm of the Supplemental Nutrition Assistance Program (SNAP), provides nutrition education and budgeting tools through partners like the Thurston County Food Bank and WSU Extension.
- **Women, Infants, and Children (WIC) Nutrition Program** supports pregnant and postpartum parents and young children with nutrition education, healthy foods, breastfeeding support, and referrals. The program is managed by the Washington State Department of Health and receives federal funding.
- Community organizations like **GRuB** and the **Olympia Food Co-op** offer free and low-cost classes and workshops on nutrition, cooking, gardening, foraging, and preparing wild foods and medicines.

Education & Workforce

Education and workforce development are essential to building a resilient and inclusive local food system. Tumwater's 2019 Economic Development Plan prioritizes growing the craft food and beverage sector by developing a Center of Excellence in partnership with local education providers. This initiative supports producers, manufacturers, and markets while creating training and career pathways. The Plan also encourages recruiting educational institutions to strengthen Tumwater's economic base and

DRAFT Tumwater Food System Plan

October 24, 2025

community vitality. Together, these goals lay the groundwork for food system education that supports local business, community health, and economic opportunity.

Key Developments

- K–12 education can proactively support food security and food literacy. School gardens and greenhouses at local schools in Tumwater teach environmental stewardship, food origins, and seasonal eating. These programs help reduce food waste and foster appreciation for the local food economy.
- Teaching cooking and food preservation builds self-sufficiency and improves access to nutritious, affordable food.
- Workplace wellness programs, like those offered through the Southwest Washington Food Hub of which Tumwater has participated, connect workplaces to fresh, locally grown foods and family farms to improve employee health and wellbeing and support the regional food system.

Key Challenges

- School gardens often lack stable funding and rely on volunteers, including non-staff community members.
- Youth lack exposure to local, seasonal foods in school cafeterias. The Tumwater School District's lack of a central kitchen limits scratch cooking, food preparation flexibility, and the ability to process and store local ingredients, contributing to reliance on heat-and-serve meals and restricting nutrition quality. These challenges are compounded by a federal reimbursement rate that has not kept pace with rising food costs.
- Regional farm employers face persistent labor shortages caused by seasonal work, low wages, and a lack of qualified or interested applicants.

Current Collaborations & Resources

- **Pacific Mountain Region Agriculture Workforce Development Asset Inventory** is a living document maintained by Washington State University (WSU) Thurston County Extension, detailing resources for agricultural workforce development—spanning training, capital, infrastructure, and education from K–12 to nonprofit providers.
- **QUEST (Quality Jobs, Equity, Strategy & Training)** a regional partnership led by Thurston Economic Development Council, WSU Extension, GRuB, and others—created a report in 2024 focused on strengthening the agricultural workforce through business engagement, community outreach, and employment training. The partnership is no longer active, although follow-up from the report is still in process.
- **South Puget Sound Community College** is an award-winning, top community college which offers food, beverage arts, and hospitality programs in culinary arts, baking and pastry, and craft brewing/distilling.

DRAFT Tumwater Food System Plan

October 24, 2025

- The **Evergreen State College's Organic Farm** operates as a learning laboratory for their agriculture program.
- **New Market Skills Center**, located in Tumwater, provides high school technical training across 12 districts, including a Culinary Arts Program with an operating deli.
- **ASHHO Cultural Community Center**, located in Tumwater, hosts a paid, 12-week culinary and hospitality job training program.
- **FRESH (Farm Rooted Education for Sustainability & Health)** is a GRuB-inspired, hands-on program that operates a small farm at the Tumwater's Isabella Bush Park for Tumwater High School students, especially those facing adversity. Tumwater provides the farmland, barn, and water at no cost. Students earn credit and gain job skills through farm and classroom work. Since 2020, FRESH has produced over 13,000 pounds of food for seniors, low-income students' families, and the Thurston County Food Bank. As of this writing, the program is scheduled to end in July 2025 due to Tumwater School District budget cuts.
- **Enterprise for Equity, Thurston Economic Development Council**, and the **Thurston Chamber of Commerce** offer business development resources for aspiring and existing food system entrepreneurs.
- **Garden-Raised Bounty (GRuB)** is a non-profit with a small urban farm located on Olympia's west side, serving all of Thurston County and beyond. They work at the intersection of food, education, and health systems. GRuB provides career pathways and education in agriculture and wild foods and medicines for youth, veterans, educators, people with low incomes, and Black and Indigenous communities.

DRAFT Tumwater Food System Plan

October 24, 2025

3. FOOD SYSTEM GOALS & OPPORTUNITIES

This section presents the heart of the Tumwater Food System Plan: a set of goals, policies, and actionable opportunities designed to strengthen Tumwater’s food system in alignment with community values and identified needs. Informed by input from subject matter experts, review of relevant plans and policies, and best practices from across the region, these recommendations are grounded in the realities of what Tumwater can influence, lead, or support. While the preceding Community Food Assessment outlines the current conditions and key challenges, this section offers a path forward to be accomplished over the next 20 years in parallel with the Comprehensive Plan.

Each goal is supported by a set of policies that reflect Tumwater’s potential roles. Under each policy, a series of opportunities is identified. These are not mandates, but potential actions Tumwater could consider over time, depending on available resources, partnerships, and evolving community needs.

The structure of this section is intended to support flexible implementation. Some opportunities may be short-term and low-cost, while others may require longer timelines, inter-agency collaboration, or new funding mechanisms. Together, they offer a community-shaped framework to guide the Tumwater’s future planning, investment, and decision-making related to creating a food system grounded in the principles of equity, sustainability, stability, resiliency, and efficacy.

Goal 1: Provide access to fresh, nutritious, and culturally appropriate food for all members of the community.

Access to nutritious, culturally appropriate food is a foundational element of a resilient, healthy community. In Tumwater, food access is shaped by factors such as household income, proximity to stores or markets, housing stability, access to transportation, and awareness of information and available services. Goal 1 identifies opportunities to reduce barriers to food access and strengthen food assistance and networks. Tumwater’s role in this work focuses on coordination, communication, and supportive policy to ensure that everyone, particularly the most vulnerable residents, can reliably access healthy food, and that all Tumwater neighborhoods are included in future improvements to the local food environment.

Policies and Opportunities

- 1.1 Expand access to healthy, culturally relevant, and affordable food from both local and non-local sources across all neighborhoods.**
 - 1.1.1 Partner with the Thurston County Food Bank to establish a satellite brick-and-mortar food bank in Tumwater near the new Tumwater Community Center.
 - 1.1.2 Work with regional partners to make free and subsidized community garden plots available citywide and prioritize funding for low-income households.
 - 1.1.3 Support farmers to become certified to accept EBT/SNAP benefits from customers.

DRAFT Tumwater Food System Plan

October 24, 2025

- 1.1.4 Work with interest groups to identify and address barriers to consistent scheduling to support increased weekly operations of the Tumwater Farmers Market during its core season and explore off-season openings.
 - 1.1.5 Use Tumwater’s communication channels to increase access to and visibility of food assistance programs (e.g., food banks/pantries, SNAP, Market Match, SUN Bucks) and to promote food bank satellite locations and donations.
 - 1.1.6 Continue to support food access through senior meal programs, city-sponsored events, and youth programs where allowable, and prioritize the inclusion of fresh, seasonal, and culturally relevant local foods, particularly in services benefiting low-income or vulnerable populations.
- 1.2 Enhance public education and outreach related to the local food system.**
- 1.2.1 Integrate food, gardening, and nutrition learning opportunities into city sponsored programming with incentives to participate, such as classes offered through the Department of Parks and Recreation and at community events.
 - 1.2.2 Promote partner led, community-based initiatives such as cooking classes, gardening workshops, and nutrition education tailored to underserved populations.
 - 1.2.3 Continue to support funding for Tumwater school garden maintenance and education.
- 1.3 Increase opportunities for individual and community self-reliance.**
- 1.3.1 Engage with Thurston Conservation District to support community garden expansion, GIS studies for urban agriculture land identification, soil testing, and code review.
 - 1.3.2 Expand partnerships for edible landscaping and urban fruit and nut tree planting in public spaces including parks and along pedestrian corridors with scheduled community care and harvest days.
 - 1.3.3 Build relationships with homeowner associations to better understand their needs and to provide support and remove barriers that would allow home food gardens and climate-resilient landscaping which conserves water for food production.
- 1.4 Ensure supportive infrastructure, zoning, and land use policies.**
- 1.4.1 Encourage walkable and bikeable neighborhoods with access to fresh food outlets, including farmers markets and grocery stores to reduce food deserts.
 - 1.4.2 Support siting the Tumwater Farmers Market near a community gathering area.
 - 1.4.3 Explore including food access as a design consideration for new developments including access to food retailers and spaces for urban agriculture/community gardens.
 - 1.4.4 Explore opportunities to allow different types of food distribution sites (e.g., food share hubs, mutual aid stands, gleaning events) in appropriate areas of the city through clear

DRAFT Tumwater Food System Plan

October 24, 2025

guidelines and permitting processes that balance flexibility with neighborhood and safety considerations.

- 1.4.5 Develop and maintain a GIS map of free food pantries, neighborhood-based food distribution sites, food bank satellites, and other free food distribution sites to support coordination, identify service gaps, and improve visibility for those seeking food assistance.

1.5 Strengthen regional food system collaboration.

- 1.5.1 Advocate for regional funding and coordinate cross-jurisdictional planning, investments, and grant applications for shared infrastructure.
- 1.5.2 Improve emergency preparedness and climate resilience by collaborating with Thurston County Emergency Management to integrate food security into disaster preparedness plans including identification of nearest non-impacted supply chains and ensuring food storage, recovery, and redistribution plans are part of emergency response frameworks.
- 1.5.3 Improve emergency preparedness and climate resilience by developing and coordinating policies and staffing models for rapid response food systems during future crises, including sourcing, safety, and volunteer mobilization.
- 1.5.4 Support existing pop-up food distribution efforts as part of community emergency response capacity.
- 1.5.5 Assess cold storage needs and explore opportunities to expand infrastructure such as shared-use refrigeration at community centers, food hubs, or partner facilities—while supporting efforts to increase capacity and ensure reliable access during emergencies.
- 1.5.6 Map existing food production, storage, and distribution resources within Tumwater to support internal planning and emergency response coordination.
- 1.5.7 Improve emergency preparedness and climate resilience by supporting increased financial resources for community-led organizations working to enhance food security in Tumwater and the surrounding region.

Goal 2: Reduce food waste.

In 2021, the Washington State Department of Ecology released the Use Food Well Washington Plan, a statewide strategy identifying 30 prioritized actions to prevent food waste, rescue surplus food, and recycle food scraps. Tumwater's Food System Plan draws inspiration from this framework and aligns with many of its core objectives, particularly those that local subject matter experts brought forward that mirrored these state level goals and are relevant to local government roles. This alignment

DRAFT Tumwater Food System Plan

October 24, 2025

positions Tumwater to engage with regional and state partners in coordinated food waste reduction efforts and may strengthen future opportunities for collaborative funding or pilot programs.

Policies and Opportunities**2.1 Prevent food waste at all stages of the food system.**

- 2.1.1 Support local schools to reduce food waste by providing a minimum of 20 minutes of seated lunch time, which improves nutrition and reduces plate waste.
- 2.1.2 Partner with Thurston County Public Works and food assistance organizations to reduce edible food waste at transfer stations by creating clear donation guidance and outreach for truckers and other supply chain actors, addressing common barriers like time pressure, lack of information, and logistical challenges.
- 2.1.3 Collaborate with regional partners to develop and distribute customized educational materials and mailers to residents and businesses focused on source reduction.
- 2.1.4 Promote food waste reduction among local businesses through campaigns that highlight cost savings, environmental benefits, and compliance with Washington's commercial organics recycling requirements—while encouraging participation from businesses of all sizes, including those not subject to the mandate.

2.2 Partner with Thurston County to increase community-wide food waste education and engagement.

- 2.2.1 Participate in and promote Food Waste Prevention Week and related events at the Tumwater and regional level.
- 2.2.2 Offer community compost giveaways and food waste education events through the Department of Parks and Recreation and other community programs.
- 2.2.3 Create and promote engaging social media campaigns and signage to inform the public about food waste prevention best practices and available composting programs.
- 2.2.4 Include food waste prevention as a component of relevant grant funding criteria such as neighborhood matching grants.
- 2.2.5 Offer workshops on food storage, preservation, and meal planning to help individuals and businesses reduce food waste.

2.3 Expand food recovery and redistribution systems.

- 2.3.1 Ensure composting systems are used at all Tumwater public facilities and programs.
- 2.3.2 Partner with Thurston County Public Works to educate businesses and residents on proper composting practices to reduce contamination and increase participation.

DRAFT Tumwater Food System Plan

October 24, 2025

- 2.3.3 Reinvigorate regional food rescue initiatives by identifying historic and resident-led models and new opportunities.
- 2.3.4 Support the creation of a regional, centralized database or platform to connect food waste producers with organizations that can redistribute food to those in need.

Goal 3: Support local food processing and production.

Local food producers and processors are critical to building a sustainable, resilient regional food system. Supporting this sector strengthens food security, drives local economic development, reduces reliance on long supply chains, and supports climate adaptation. However, small-scale producers and processors face barriers such as limited land access, zoning and permitting challenges, infrastructure gaps, and unstable market access. This goal identifies solutions where Tumwater has influence to help create the conditions that allow local food enterprises to thrive and enhance the economic viability of the local food system.

Policies and Opportunities**3.1 Reduce barriers and provide incentives for local growers and processors.**

- 3.1.1 Collaborate with local, regional, and state partners, such as those involved in the Craft and Warehouse districts, to support and promote opportunities for local producers to access and expand markets.
- 3.1.2 Explore partnerships to improve access to land, water, and infrastructure for food producers by supporting shared-use models, facilitating connections to underutilized land, and leveraging programs such as land leases and technical assistance.
- 3.1.3 Review existing land use regulations to identify barriers that disproportionately limit food production opportunities for low-income households and those on smaller lots.
- 3.1.4 Support water access and explore potential rate reductions for urban agriculture, community gardens, and school gardens such as stormwater fee waivers, fire hydrant access, and subsidized or waived system development charges—recognizing their role in strengthening food security, fostering education and community resilience, supporting local economies, and contributing to emergency preparedness.
- 3.1.5 Facilitate networking and knowledge-sharing opportunities among local growers, processors, and market operators to strengthen community connections and business viability.
- 3.1.6 Explore ways to support local direct-to-consumer programs, such as bakery shares (subscription-based access to baked goods) and produce pickup sites, to diversify market options for producers and consumers.

DRAFT Tumwater Food System Plan

October 24, 2025

- 3.1.7 Develop a comprehensive toolkit for aspiring and current local food producers, including farmstands, community gardens, p-patches, and backyard poultry—detailing permit requirements, best practices, available resources, and contacts for technical assistance.
- 3.1.8 Explore opportunities to connect culinary entrepreneurship and food system innovation with arts and cultural events and technology funding streams, including vertical farming and agritourism.
- 3.2 Support access to land for local food production by historically underserved and aspiring farmers, and coordinate with partners to conserve agriculturally viable lands in appropriate areas.**
 - 3.2.1 Partner with the Community Farm Land Trust and Thurston County to explore mechanisms such as urban growth area swaps and farmland easements for conserving high-value agricultural land adjacent to Tumwater’s Urban Growth Area, while supporting farmland transitions to new farmers.
 - 3.2.2 Promote and expand access to food production on suitable underutilized private and public or quasi-public lands within city limits by supporting programs such as those offered by community-based organizations, where feasible, and consistent with land use and environmental constraints.
 - 3.2.3 Consider reviewing and amending development regulations to allow small-scale farm stands, including in residential neighborhoods, to support local growers and increase access to fresh food.
 - 3.2.4 Map locations where city-owned or managed resources (e.g., land, water access, infrastructure) are currently used for food production. Use this data to inform land use planning, resource allocation, and future urban agriculture initiatives.
- 3.3 Strengthen local food system infrastructure.**
 - 3.3.1 Support regional partnerships to develop shared-use food infrastructure, such as processing, cold storage, and commercial kitchen facilities, by leveraging city assets and pursuing state, federal, and philanthropic funding opportunities. Evaluate the feasibility of repurposing existing sites in Tumwater, including underutilized or public facilities, where appropriate.
 - 3.3.2 Explore strategic investments and partnerships with food hubs to expand regional aggregation and distribution capacity that supports small- and mid-scale producers and improves food access.
- 3.4 Promote local food purchasing and community engagement.**
 - 3.4.1 Educate and engage the community on the value of local food by coordinating public education efforts highlighting the health, environmental, and economic benefits of

DRAFT Tumwater Food System Plan

October 24, 2025

local food systems, including the role of regenerative agriculture in climate resilience and carbon sequestration.

- 3.4.2 Educate and engage the community on the value of local food by celebrating local food and producers through storytelling, city-sponsored events, informational signage, and communications platforms—focusing on systems and practices rather than promoting specific businesses.
- 3.4.3 Raise awareness of the broader impacts of food choices by educating residents about the social, environmental, and economic costs of industrial food systems and the value of local purchasing. Strategies may include community events such as a local food or film festival, themed messaging on city social media and newsletters, and interactive booths at public gatherings like the Tumwater Farmers Market or Arbor Day celebrations, for example.
- 3.4.4 Strengthen local markets and values-aligned public purchasing by identifying existing barriers and exploring mechanisms and partnerships to support the Tumwater Farmers Market’s scale and sustainability, such as operational funding, expanded schedules, improved signage, and vendor subsidies.
- 3.4.5 Strengthen local markets through support of local food hubs by educating and engaging the community with the model and providing distribution sites on city-owned property.
- 3.4.6 Consider local policy options, such as permit fee reductions, for food producers operating at small scale or using conservation practices.
- 3.4.7 Assess opportunities to align City purchasing practices where applicable with values-based criteria such as local sourcing, environmental sustainability, and equity. Where Tumwater’s procurement is limited, promote public awareness of these values through communications and support similar efforts by partner agencies, when feasible.
- 3.4.8 Encourage farm-to-table connections by collaborating with regional food system partners to support initiatives that help local restaurants, bakeries, caterers, and butchers to access regional ingredients. This may include promotional campaigns, networking events, or technical assistance.

3.5 Increase local food production capacity.

- 3.5.1 Foster workforce development and support new farmers by continuing to support educational activities through the Tumwater School District, including the Tumwater FRESH Program at Isabella Bush Park, alongside partnerships with New Market Skills Center and South Puget Sound Community College to build a skilled food and agriculture workforce.

DRAFT Tumwater Food System Plan

October 24, 2025

- 3.5.2 Explore partnerships to foster workforce development and encourage new farmers by supporting Thurston Conservation District's FarmLink and Farm My Yard programs and creating pathways for new farmers to access land, training, and technical support.
- 3.5.3 Foster workforce development and support new farmers by supporting community-based organizations and existing commercial kitchens, such as Enterprise for Equity, ASHHO, and Our Community Kitchen, to offer business incubation and mentorship opportunities for beginning food processors and producers.
- 3.5.4 Promote the economic viability of small-scale farming by supporting efforts to make small-scale and urban farming financially sustainable by exploring ways to reduce regulatory barriers, promoting cooperative models, connecting growers with local markets and procurement opportunities, and exploring access to business support services, microgrants, and relevant state or federal funding.
- 3.5.5 Promote the economic viability of small-scale farming by encouraging creative models such as agritourism, culinary arts partnerships, and vertical farming that align with local zoning and community values.

DRAFT Tumwater Food System Plan

October 24, 2025

4. RECOMMENDATIONS FOR CONTINUED WORK

Tumwater's decision to develop a Food System Plan reflects growing awareness of the importance of local food systems to public health, economic resilience, environmental sustainability, and community well-being. This Plan provides a strong starting point for advancing these goals.

However, the scope of this work was necessarily constrained by a modest budget and a limited timeline. The methodology was intentionally designed to align with these parameters, including a targeted number of subject matter expert interviews and a streamlined review of existing planning documents and research. More expansive engagement, particularly with additional food system stakeholders and communities most impacted by food insecurity, would provide valuable insights that were beyond the current project's scope.

The community needs assessment offers a non-exhaustive inventory of existing conditions, programs, and partnerships. Given the rapidly shifting political landscape at the federal level and constrained state and federal budgets, policies impacting local food systems are in active flux. As such, some elements of this assessment may become outdated quickly, and opportunities identified in this Plan may require adjustment as conditions continue to evolve.

Similarly, the Goals, Policies, and Opportunities outlined in this Plan reflect what could be developed and vetted within the available resources. A more comprehensive set of opportunities could be proposed with additional time, staffing, and sustained community input. Many other jurisdictions that have engaged in food system planning have done so over the course of multiple years and often benefit from the involvement of standing bodies such as regional food policy councils or interdepartmental task forces.

The scope of this planning effort also called for the inclusion of key performance indicators and a method for maintaining and updating resource materials. While some suggested metrics and monitoring approaches are implied in the Goals, Policies, and Opportunities, this Plan does not yet offer a fully developed key performance indicators framework or system for resource tracking. These are important next steps that will require additional input and coordination from Tumwater staff and partners. Establishing shared accountability structures, such as a cross-departmental team or regional advisory group, could help define appropriate performance measures, develop a reporting mechanism, and determine how updates to resource materials are collected and shared over time.

As Tumwater continues this important work, it is recommended that the City consider this Plan a foundational document and explore mechanisms to support ongoing learning, refinement, and implementation, such as establishing a stakeholder advisory group, commissioning deeper analyses of key issue areas, and engaging in broader public input processes. Regional collaboration may also support alignment, resource sharing, and long-term impact across jurisdictions.

DRAFT Tumwater Food System Plan

October 24, 2025

APPENDIX A – SUBJECT MATTER EXPERTS

Aherlow Kasjaka	Thurston Asset Building Coalition
Alyssa Jones Wood	City of Tumwater, Water Resources & Sustainability
Amanda Musser	WSU Extension Thurston County SNAP-Ed
Amanda Romero	Thurston County Public Works
Anita de Boer	Tunawerth LLC
Annie Salafsky	WSU Extension Thurston County, Southwest Washington Growers Cooperative
Bob Gibson	Tumwater School District, Food Services
Carissa Miller	Withywindle Valley Farm
Cathy Visser	True for You Nutrition, LLC.
Chris Hyde	The Food Source Foundation
Christine Ciancetta	WA State Department of Health
Cristian Salazar	Centro Integral Educativo de Olympia (CIELO)
Daniel Amodeo-Chavez	United Way of Thurston County
Deborah Williams	Tumwater Community Garden
Diane Torres	Centro Integral Educativo de Olympia (CIELO)
Hope Springer	Thurston County Public Works
Jake Yancey	Tracking Y Ranch
Jaspar Quinton	Catholic Community Services
Jen Ownbey	8 Arms Bakery
Jennifer Colvin	Colvin Ranch
Jennifer Crain	Slow Food Greater Olympia
Judy Jones	Thurston County Food Bank
Katie Rains	Washington State Dept of Agriculture
Kim Gaffi	Consultant, co-founder GRuB
Kristen Maring	Tumwater High School, FRESH
Kyle Taylor Lucas	Tenants United at Western Plaza Mobile Home Park & Urban Indians Northwest
LeeAnn Perry	Little Free Pantry
Loretta Seppanen	Slow Food Greater Olympia and Community Farm Land Trust member
Mackenzie McCall	Farmer, South Sound Food System Network, formerly with Thurston County Food Bank
Maegan Cote	Mt. View Church
Maggie Brown	Thurston County Public Works
Margaret Garrett	Educational Service District 101
Marilyn Sitaker	WSU Thurston County Extension, Southwest Washington Food Hub
Megumi Sugihara	Everyone's Food Sovereignty Alliance
Meredith Arseneau	Educational Service District 113
Michaela Winkley	Thurston County Food Bank
Mitch Lewis	Summit Farms, Tumwater Farmers' Market
Morgan Hartline	Washington State Dept of Health

DRAFT Tumwater Food System Plan

October 24, 2025

Nora White	Thurston Conservation District
Peter Epperson	Retired, formerly with regional public and nonprofit service organizations
Peter Guttchen	Formerly with Thurston County Public Works, WA Dept of Ecology
Rebekah Graham	Thurston County Food Bank
Robby Rutledge	Rutledge Family Farm
Senior Council	City of Tumwater, Old Town Center
Shawn Crimmins	City of Tumwater, Fire Department
Shelly Willis	Family Education & Support Services (FESS)
Stephanie Penland	Senior Services of South Sound
Theresa Kimball	Wild Fun Farm
Tina Sharp	Thurston Economic Development Council
Tina Wagner	Thurston Conservation District
TJ Johnson	Urban Futures Farm, Thurston Conservation District
Todd Anderson	City of Tumwater, Parks & Recreation
Treacy Kreger	Vern's Foods, Our Community Kitchen, South Sound Fresh

DRAFT Tumwater Food System Plan

October 24, 2025

APPENDIX B – SURVEY & INTERVIEW QUESTIONS**Survey Instrument**

These questions were set up as text boxes in an online survey tool. Any question could be skipped.

1. How would you describe your role in our local food system (for example: grower, distributor, processor, retailer, advocate, member of a community organization, chef, educator, waste manager, policymaker, etc.)? Please include your title and the name of your business or organization if applicable.
2. What do you think is the biggest challenge people face when trying to get local, nutritious food?
3. What unmet needs, challenges, or barriers do you see in your role or in your sector of the local food system?
4. What new issues or changes are happening in your part of the food system?
5. How do things like prices, demand, or outside markets affect your part of the food system?
6. In your view, how has climate change or climate change mitigation impacted the work you do in the food system?
7. How do you or your sector of the food system approach food-related waste?
8. How does food-related waste management impact your part of the food system?
9. What opportunities or ideas do you see for improving the way food is grown, shared, eaten, or disposed of in our area?
10. Do you currently collaborate with other organizations or individuals in the local food system? If yes, please list and/or describe these collaborations.
11. Do you feel there are any current policies or practices in Tumwater that make it easier or harder to have a strong local food system? If so, please describe.
12. What new policies or practices could Tumwater implement to support a better local food system?
13. Have you seen any great ideas or successful programs in other places that you think could work here in Tumwater?
14. Is there anything else you would like us to know about Tumwater's food system or your experiences/ideas?

DRAFT Tumwater Food System Plan

October 24, 2025

Interview Questions

These questions were used as a general framework to guide conversations.

1. When you think about our local food system, what comes to mind?
2. How would you describe your role in the local food system?
3. What is the biggest barrier to accessing local, nutritious food?
4. What are some emerging issues in your sector of the food system?
5. What unmet needs, challenges, or barriers do you see in your sector of the food system?
6. How is your sector impacted by external market forces?
7. How is your sector impacted by climate change?
8. How has your sector been affected by waste management practices?
9. What are the biggest upcoming or current opportunities for improving our local food system that you know about?
10. What policies or practices are currently in place in Tumwater that hinder a thriving local food system from your sector's perspective?
11. What policies or practices could we enact in Tumwater to support a thriving local food system from your sector's perspective?
12. Are there any best practices you have seen in other places you would like to see replicated in Tumwater?
13. Is there anyone else you think I should speak to?

DRAFT Tumwater Food System Plan

October 24, 2025

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DRAFT Tumwater Food System Plan

October 24, 2025

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TO: City Council

FROM: Alyssa Jones Wood, Sustainability Manager

DATE: November 3, 2025

SUBJECT: Interlocal Agreement (ILA) with Thurston County and the Cities of Olympia and Lacey for the Thurston Climate Mitigation Collaborative

1) Recommended Action:

Approve and authorize the Mayor to sign the Interlocal Agreement with Thurston County and the Cities of Olympia and Lacey for the Thurston Climate Mitigation Collaborative.

This Interlocal Agreement was recommended for approval via the Council consideration agenda by the Public Works Committee at their October 23, 2025 meeting.

2) Background:

On September 19, 2023, the City Council authorized the Mayor to sign an ILA supporting regionally coordinated implementation of the Thurston Climate Mitigation Plan (TCMP). The agreement proposed here replaces the original to streamline processes and reduce administrative work. As such it incorporates regional initiatives (like Energize Thurston for example) into the ILA, updates the frequency of Greenhouse Gas Emission Inventories and Plan updates, and adds a new section on reallocation of funds due to any jurisdiction's budget reduction. All of these changes together will allow more time to be focused on implementation, rather than process.

3) Policy Support:

- City Council Strategic Priorities and Goals 2025-2026: Be a Leader in Environmental Health and Sustainability.
 - Resolution No. R2018-015 adopting common targets to reduce community wide greenhouse gas emissions that contribute to global climate change.
 - Resolution No. R2021-001 accepting the TCMP as a framework to guide future action addressing local sources of greenhouse gas emissions that contribute to global climate change.
 - Resolution No. R2021-002 declaring a climate emergency and support for the mobilization of community and region wide efforts to mitigate climate change in order to provide a safe environment for future generations.
-

4) Alternatives:

- ☐ Recommend revisions to the ILA; resource implications would need be evaluated.
 - ☐ Decline to participate. The city would no longer be a member of the TCMC and would be choosing not to implement the Thurston Climate Mitigation Plan regionally.
-

5) Fiscal Notes:

Costs for the ILA are shared equally among the parties, as the benefits of the Collaborative are designed to be equally shared. City Council approved the 2025/2026 biennium budget which sufficiently allocates \$87,000 in 2025 and \$110,000 in 2026 from the General Fund for the implementation of this ILA.

6) Attachments:

A. Interlocal Agreement

Interlocal Agreement between Thurston County, City of Lacey, City of Olympia, and City of Tumwater to Support Regionally Coordinated Implementation of the Thurston Climate Mitigation Plan

THIS AGREEMENT (“Agreement”) is made and entered into by and between the City of Lacey, a Washington municipal corporation (“Lacey”); the City of Olympia, a Washington municipal corporation (“Olympia”); the City of Tumwater, a Washington municipal corporation (“Tumwater”); and, Thurston County, a Washington municipal corporation (“County”), collectively referred to herein as “the Parties” and individually as “Party.”

WHEREAS, RCW 39.34.010 permits local governmental units to make the most efficient use of their powers by enabling them to cooperate with other localities on a basis of mutual advantage and thereby to provide services and facilities in a manner pursuant to forms of governmental organization that will accord best with geographic, economic, populations, and other factors influencing the needs and development of local communities; and

WHEREAS, pursuant to RCW 39.34.080, each Party is authorized to contract with any one or more other public agencies to perform any governmental service, activity, or undertaking which each public agency entering into the contract is authorized by law to perform; provided, that such contract is authorized by the governing body of each Party to the contract and sets forth its purposes, powers, rights, objectives, and responsibilities of the contracting parties; and

WHEREAS, the Parties understand that human activities, especially combustion of fossil fuels, are leading to increased levels of carbon dioxide and other greenhouse gases in the atmosphere that are altering the climate, resulting in such impacts as reduced snowpack, ocean acidification, sea level rise, increased flooding, summer droughts, loss of habitat, and increased wildfires; and

WHEREAS, these environmental impacts of climate change create economic and public health impacts, and disproportionately impact the most vulnerable and marginalized populations, and the Parties are greatly concerned over all these impacts on the Thurston County region and their respective communities; and

WHEREAS, the Parties have each adopted a resolution with a common emissions baseline and targets to reduce communitywide emissions 45% below 2015 levels by 2030 and 85% below 2015 levels by 2050; and

WHEREAS, in 2021, the Parties each adopted a resolution accepting the Thurston Climate Mitigation Plan (2020) as a framework to guide future action addressing local sources of greenhouse gas emissions that contribute to global climate change; and

WHEREAS, the Parties believe that regionally coordinated implementation of the Thurston Climate Mitigation Plan is essential to the most efficient and effective deployment of the plan’s actions; and

WHEREAS, this Interlocal Agreement, upon execution, replaces and terminates the previous Interlocal Agreement between Thurston County, City of Lacey, City of Olympia, City of Tumwater for the regionally coordinated implementation of the Thurston Climate Mitigation Plan.

NOW, THEREFORE, in consideration of the mutual promises contained herein, the Parties agree as follows:

I. Purpose

The purpose of this Agreement is to establish a framework for ongoing, regionally coordinated implementation of the Thurston Climate Mitigation Plan (“TCMP”) and achieve the following goals:

- Maintain momentum for local climate action.
- Develop efficient regional solutions for reducing sources of greenhouse gases in ways that support all partner jurisdictions.
- Provide accountability on progress toward achieving regional climate targets.
- Build public awareness of climate mitigation activities across the region.

The Agreement defines a collaborative framework for implementing the TCMP that is led by individual jurisdictions (the Parties) and supported by an Executive Committee of elected officials, a multi-jurisdictional Staff Team, and a Community Advisory Workgroup. The Agreement also outlines processes for ongoing implementation of the TCMP.

II. Thurston Climate Mitigation Collaborative

The Thurston Climate Mitigation Collaborative (TCMC) is a consortium of local government partners working together to significantly reduce regional greenhouse gas emissions and achieve mutually adopted communitywide emissions reduction goals. The TCMC provides a mechanism through which the Parties can learn, explore, collaborate, incubate, coordinate, and communicate policies and best practices that the Parties can decide to advance collectively or singularly. The TCMC is made up of Jurisdiction Parties, an Executive Committee, a Staff Team, and a Community Advisory Workgroup.

III. Roles

- i. **Jurisdiction Parties.** Implementation of all actions included in the TCMP is led by individual Jurisdiction Parties. Each Party has the authority to act on any actions in the TCMP, and decides individually what strategies and actions to implement, including actions in the TCMP and/or other climate-related actions. The Parties allocate appropriate staff and resources according to their own priorities and on their own timelines.
- ii. **Executive Committee.** The Executive Committee consists of an appointed elected official and alternate from each of the Parties. The Executive Committee meets to share information on local climate mitigation activities, review progress toward achieving emissions targets, and build partnerships to support the regional implementation of the TCMP.
- iii. **Staff Team.** The Staff Team consists of staff representatives from each of the Parties. The Staff Team meets to share information on the climate mitigation activities of individual jurisdictions and actively facilitate cross-jurisdictional coordination on TCMP implementation.

- iv. **Community Advisory Workgroup (“CAW”).** The CAW consists of up to 15 interested community members, appointed by the Staff Team, representing a variety of perspectives on climate mitigation actions. The CAW meets to provide community perspectives and feedback on implementation topics decided by the Staff Team and CAW.

Detail on roles and responsibilities are outlined in the TCMP Regional Implementation Guidance document included as Exhibit A.

IV. **Scope of Agreement**

- i. **Regional Initiatives.** The Parties may work together through the Staff Team to jointly implement projects (“Regional Initiatives”) to advance implementation of TCMP strategies and/or actions. Any requests for funding to implement Regional Initiatives will require approval of the Parties’ respective governing bodies.

Implementation of Regional Initiatives funded by two or more Parties will not require a separate interlocal agreement, provided that:

- a. The project is developed and implemented through the TCMC Staff Team;
 - b. The project is included in the biennial TCMC work plan and estimated budget (see Section V below); and
 - c. Project funding is allocated by the Parties through the approval and adoption of their respective budgets.
- ii. **Annual Climate Mitigation Retreat.** The Staff Team, CAW, and Executive Committee may come together in an Annual Retreat that will serve as a strategic planning session to have deep and meaningful discussions on climate mitigation progress and needs, with an emphasis on strategies that would most benefit from regional coordination. The Retreat will be planned by the Staff Team and hosted by individual Jurisdiction Parties, rotating in the following order: Lacey, Olympia, Tumwater, and Thurston County. The jurisdiction hosting the Retreat will be responsible for planning and coordinating the Retreat with the third-party TCMC administrator (see Section IV.v below).
- iii. **Thurston Climate Mitigation Plan Updates.** The TCMP will be re-evaluated and updated, as needed, based on the best available science, monitoring data, and new or evolving conditions. The TCMC may conduct a full plan update every six years beginning in 2028. Plan updates may be delayed or canceled if the Executive Committee determines that a plan update is not needed at that time. Full plan updates will be adopted or accepted by the Parties.

Minor administrative updates may occur at any time. Administrative updates will be recommended by the Staff Team and approved by the Executive Committee.

- iv. **Greenhouse Gas Inventory.** The TCMC will conduct or obtain a countywide Greenhouse Gas Inventory every three to five years to quantify emissions and track progress toward meeting TCMP emission targets. Thurston County will be responsible for administrative tasks associated with the development of the Greenhouse Gas Inventory, including

maintaining software subscriptions, procuring and managing third-party contractors, and coordinating data collection and analysis.

- v. **Administrative Support.** The Parties will cooperatively fund a third-party partner to provide annual Administrative Support services for the TCMC, which may include, but not be limited to, the following:
 - a. Coordinating and facilitating the Executive Committee and Community Advisory Workgroup.
 - b. Producing TCMC Progress Reports.
 - c. Hosting and maintaining a website for the TCMC.

The responsibility for procuring and managing third-party contractors to provide Administrative Support services will rotate among the individual Parties.

V. **Funding and In-kind Commitment**

- i. **Base Funding.** In even-numbered years, the Staff Team will provide a proposed biennial work plan and estimated budget for review by the Parties, by no later than June 1, for the subsequent two calendar years. For the purposes of this Agreement, the approval and adoption of the respective budgets by the Parties will serve as the commitment to fund each Party's share of the Agreement.

Each Party shall contribute an equal share of funds sufficient for the execution of Regional Initiatives, TCMP Updates, Greenhouse Gas Inventories, and Administrative Support as specified in the TCMC work plan. This equal share will be based on the approved budget.

Any Party that contracts for services under this Agreement shall issue invoices to the other Parties at least biannually, specifying each Party's share of actual expenses. Invoices must be paid within thirty (30) days.

- ii. **In-kind Commitment.** Each Jurisdiction Party shall allocate in-kind staff time to implement this Agreement. In-kind staff support includes, but is not limited to:
 - a. Staff participation in the Staff Team.
 - b. Elected official participation in the Executive Committee.
 - c. Producing TCMC Progress Reports in coordination with the third party TCMC administrator.
 - d. Support from jurisdictional staff with specific expertise (i.e., planning, transportation, water resources, etc.).
 - e. Coordination and implementation of Regional Initiatives.
- iii. **Future Appropriations.** The Parties represent that funds for service provision under this Agreement have been appropriated and are available. To the extent that such service provision requires future appropriations beyond current appropriation authority, the obligations of each Party are contingent upon the appropriation of funds by that Party's legislative authority to complete the activities described herein. If no such appropriation is made, the Agreement shall terminate as to that Party, and the Party shall provide notice of termination per Section IX within thirty

(30) calendar days of its budget adoption.

- iv. **Reallocation of Funds Due to Budget Reduction.** Should a Party fail to secure adequate funding for any or all elements outlined in the biennial TCMC work plan, the Party shall:
 - a. Provide written notice to the Parties within thirty (30) calendar days of its budget adoption. The Staff Team will meet within fourteen (14) calendar days thereafter to discuss impacts of such a budget reduction. As participation for each Party is contingent upon final budget approval and adoption, the Parties may elect to redistribute costs to eliminate specific work plan elements as needed.
 - b. In the event that a Party decides to opt out of one or more TCMC Regional Initiatives or other items in the biennial work plan, they must provide notice in writing including the reason why, prior to the work on that item beginning. Upon receipt of that written notice, that Party forfeits input, inclusion, attribution, and the responsibility to share in the cost of that item as described in Section V. The remaining costs of that item will be split equally among the remaining Parties, or the item will be removed from the work plan at the remaining Parties' discretion.

VI. Indemnification and Insurance

Each Party shall defend, indemnify, and hold the other parties, their officers, officials, employees, and volunteers harmless from any and all claims, injuries, damages, losses, or suits, including reasonable attorney fees, arising out of or in connection with the indemnifying Party's performance of this Agreement, including injuries and damages caused by the negligence of the indemnifying Party's officers, officials, and employees.

Each Party shall maintain liability insurance; this may be fulfilled by a Party's membership and coverage in Washington Cities Insurance Authority (WCIA), a self-insured municipal insurance pool, and Washington Counties Risk Pool (WCRP), a self-insured county insurance pool.

VII. No Separate Legal Entity Created; No Real or Personal Property to be Acquired or Held

This Agreement creates no separate legal entity. No real or personal property will be acquired or held as part of carrying out this Agreement. To the extent any Party furnishes property for purposes of carrying out this Agreement, such property must be returned to that Party upon termination of this Agreement, or upon that Party's withdrawal from this Agreement.

VIII. Duration of Agreement

This Agreement is effective on the date of the last authorized signature, and terminates on December 31, 2030, unless earlier terminated as provided in Section IX, below. The Parties may choose to renew this Agreement for additional periods.

This Interlocal Agreement, once fully executed, replaces and terminates the previous Interlocal Agreement between Thurston County, City of Lacey, City of Olympia, City of Tumwater for the implementation of the Thurston Climate Mitigation Plan.

IX. Amendment or Termination of Agreement

This Agreement may be amended or terminated upon mutual agreement of the Parties. The Parties may amend this Agreement to allow other entities to participate in Thurston Climate Mitigation Plan implementation. As a prerequisite for joining the Agreement, new parties must adopt the TCMC's common emissions-reduction targets and prepare a climate mitigation implementation strategy for that entity that is consistent with the Thurston Climate Mitigation Plan. Each new jurisdiction joining this Agreement is responsible for an equal share of the costs of this Agreement, beginning from the date of that jurisdiction's joining.

A Party may withdraw from this Agreement upon 60 days written notice to the remaining Parties, and there is no reimbursement to the withdrawing Party upon withdrawal. This Agreement automatically terminates when only one Party remains.

X. Interpretation and Venue

This Agreement is governed by the laws of the State of Washington as to interpretation and performance. Venue for enforcement of any provision of this Agreement, or for any lawsuit arising out of or relating to this Agreement, is the Superior Court of Thurston County or, if brought by or against the County, the superior court of either of the two nearest judicial districts (RCW 36.01.050).

XI. Entire Agreement

This Agreement sets forth all terms and conditions agreed upon by the Parties and supersedes any and all prior agreements oral or otherwise with respect to the specific subject matter addressed herein.

XII. Recording

Prior to its entry into force, Thurston County shall file this Agreement with the Thurston County Auditor's Office.

XIII. Counterparts

This Agreement may be executed in counterparts, and all such counterparts once so executed together must be deemed to constitute one final agreement, as if one document had been signed by all Parties, and each such counterpart, upon execution and delivery, must be deemed a complete original, binding on the parties. A faxed or email copy of an original signature must be deemed to have the same force and effect as the original signature.

XIV. Rights

This Agreement is between the signatory Parties only and does not create any third-party rights.

XV. Notice

Any notice required under this Agreement shall be in writing and may be delivered via postal mail or email, as designated by the receiving Parties.

THURSTON COUNTY

Attn: Climate Mitigation Senior Program Manager
Re: Thurston Climate Mitigation Collaborative
3000 Pacific Avenue SE
Olympia, WA 98501

CITY OF OLYMPIA

Attn: Director of Climate Programs
Re: Thurston Climate Mitigation Collaborative
P.O. Box 1967
Olympia, WA 98507-1967

CITY OF LACEY

Attn: Community and Economic Development Director
Re: Thurston Climate Mitigation Collaborative
420 College Street SE
Lacey, WA 98503

CITY OF TUMWATER

Attn: Water Resources & Sustainability Director
Re: Thurston Climate Mitigation Collaborative
555 Israel Road SW
Tumwater, WA 98501

Remainder of this page left intentionally blank.

Signatures are affixed to next page.

This Agreement is hereby entered into between the Parties and is effective as of the date of the last authorized signature affixed hereto.

GOVERNMENT AGENCY EXECUTIVE**APPROVED AS TO FORM****CITY OF LACEY**

420 College Street SE
Lacey, WA 98503

Rick Walk, City Manager Date

CITY OF OLYMPIA

601 4th Ave East
Olympia, WA 98501

Steven J. Burney, City Manager Date

CITY OF TUMWATER

555 Israel Road SW
Tumwater, WA 98501

Debbie Sullivan, Mayor Date

THURSTON COUNTY

3000 Pacific Avenue SE
Olympia, WA 98501

Leonard Hernandez, County Manager Date

CITY OF LACEY

420 College Street SE
Lacey, WA 98503

David Schneider, City Attorney Date

CITY OF OLYMPIA

601 4th Ave East
Olympia, WA 98501

Jake Stillwell, Deputy City Attorney Date

CITY OF TUMWATER

555 Israel Road SW
Tumwater, WA 98501

Karen Kirkpatrick, City Attorney Date

THURSTON COUNTY

3000 Pacific Avenue SE
Olympia, WA 98501

Scott Cushing, Deputy Prosecuting Attorney Date

TO: City Council
 FROM: Lisa Parks, City Administrator
 DATE: November 3, 2025
 SUBJECT: Resolution R2025-014 City of Tumwater Strategic Plan

1) Recommended Action:

Place Resolution R2025-014 adopting the 2026-2032 Tumwater Strategic Plan on the **consent/consideration** agenda for the November 18, 2025 City Council Meeting.

2) Background:

The strategic plan serves as a blueprint of the City's goals and the planned projects and initiatives to achieve those goals. It is developed to help prioritize initiatives, resources, department operations and projects, and to provide clarity and transparency to the community about those priorities. The strategic plan is a big-picture document directing efforts and resources toward a clearly defined vision.

For Tumwater, strategic priorities and goals that guide work plans and budget processes have been developed, reviewed, and refreshed by Council on a recurring basis for many years. This year's strategic planning efforts by the City's elected officials and management staff was structured to build and capitalize on that history, and to expand on the transparency and accessibility of our efforts. As resources available to deliver more complex infrastructure, programs and services become more constrained, having an easy to read and understand document outlining the City's priorities – including how and why they were derived - is increasingly more important.

The proposed *Tumwater Strategic Plan 2026-2032* helps bring expectations and public service delivery into balance with available resources by:

- Providing clarity for community members and City staff about the projects, programs and initiatives the legislative body has deemed most important – especially for those things that may be in addition to mandated essential services and activities; and,
- Guiding the Mayor and staff in developing the biennial budget, annual work plans and other operational tools to help implement those projects, programs and initiatives.

Development of this strategic plan was supported by several on-going and new projects, such as the periodic update of the City's Comprehensive Plan and the statistically valid and community engagement surveys that were conducted earlier this year. The strategic planning process included the following public meetings of the City Council:

- June 7, 2025 Special Work Session (Saturday Retreat)
- June 28, 2025 Special Work Session (Saturday Retreat)
- September 9, 2025 Regular Work Session
- September 20, 2025 Special Work Session (Saturday Retreat)
- September 23, 2025, Regular Work Session
- October 14, 2024, Regular Work Session
- October 28, 2025, Regular Work Session

Staff is working on making the final edits that we've received from Council Members and on the final formatting. We anticipate having the document completely finalized for inclusion in the November 18, 2025 Regular Council Meeting packet.

3) Policy Support:

Refine and sustain a great organization.

4) Alternatives:

N/A

5) Fiscal Notes:

N/A

6) Attachments:

A: Resolution R2025-014

B: Final Draft Strategic Plan

RESOLUTION NO. R2025-014

A RESOLUTION of the City Council of the City of Tumwater, Washington, adopting the 2026 – 2032 Tumwater Strategic Plan.

WHEREAS, the City Council recognizes the importance of a clear and actionable strategic plan that aligns with and supports the biennial budget process to achieve the community's goals; and

WHEREAS, the Council envisions Tumwater as a thriving, inclusive, and people-centered city, where a resilient economy, vibrant neighborhoods, and a healthy natural environment foster strong community connections, civic pride, and a collective commitment to honoring our history while shaping a dynamic future; and

WHEREAS, the Council affirms its mission to work in partnership with the community to provide essential services, protect the environment, promote economic growth, and support a connected, inclusive social fabric where everyone belongs; and

WHEREAS, the Council upholds its values of people, environment, opportunity, partnership, learning, and excellence; and

WHEREAS, to support the City's vision, mission, and values the Council has prioritized the following focus areas for work: Vibrant, Livable, and Inclusive Community; Environmental Stewardship; Community Mobility; Health and Safety; Growth and Development; and Tumwater Excellence.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF TUMWATER AS FOLLOWS:

Section 1. Adoption. The Tumwater City Council hereby adopts the 2026-2032 Tumwater Strategic Plan attached as Exhibit A to support work planning, prioritization, and budgeting efforts.

Section 2. Implementation. The City Administrator is directed to oversee the implementation of the Strategic Plan, ensuring alignment with the approved budget and operational priorities.

Section 3. Monitoring and Reporting. Regular updates on the progress of the Strategic Plan shall be provided to the Council and the public, including milestones achieved.

Section 4. Modifications. To ensure the Strategic Plan supports a resilient and relevant approach to the community's needs, Council will review and update the Focus Areas in odd years. Comprehensive updates of the plan will occur on a six-year cycle.

Section 5. Ratification. Any act consistent with the authority and prior to the effective date of this Resolution is hereby ratified and affirmed.

Section 6. Severability. The provisions of this Resolution are declared separate and severable. The invalidity of any clause, sentence, paragraph, subdivision, section, or portion of this Resolution or the invalidity of the application thereof to any person or circumstance, shall not affect the validity of the remainder of the Resolution, or the validity of its application to other persons or circumstances.

Section 7. Effective Date. This Resolution shall become effective immediately upon adoption and signature as provided by law.

RESOLVED this ____ day of _____, 20____.

CITY OF TUMWATER

Debbie Sullivan, Mayor

ATTEST:

Melody Valiant, City Clerk

APPROVED AS TO FORM:

Karen Kirkpatrick, City Attorney

Tumwater Strategic Plan

2026 - 2032

FINAL DRAFT

Table of Contents

Welcome and Acknowledgements.....2

Introduction.....4

 Glossary of TermsX

 Vision, Mission, and Values.....X

 Implementation FrameworkX

 Roles and Responsibilities.....X

 Prioritization CriteriaX

 ScheduleX

 New Opportunity Process.....X

Focus AreasX

 Vibrant, Livable, and Inclusive CommunityX

 Environmental StewardshipX

 Community MobilityX

 Health and Safety.....X

 Growth and Development.....X

 Tumwater ExcellenceX

AppendicesX

 Prioritization CriteriaX

 2026 Work PlansX

 New Opportunities ProcessX

Welcome

Dear Reader,

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Debbie Sullivan, Mayor
Leatta Dahlhoff, Mayor Pro Tem
Angela Jefferson, Councilmember
Joan Cathey, Councilmember
Eileen Swarthout, Councilmember
Michael Althausen, Councilmember
Peter Agabi, Councilmember
Kelly Von Holtz, Councilmember

Acknowledgements

City Council

Debbie Sullivan, Mayor
Leatta Dahlhoff, Mayor Pro Tem
Angela Jefferson, Councilmember
Joan Cathey, Councilmember
Eileen Swarthout, Councilmember
Michael Althaus, Councilmember
Peter Agabi, Councilmember
Kelly Von Holtz, Councilmember

Management Team

Lisa Parks, City Administrator
Kelly Adams, Assistant City Administrator
Chuck Denney, Parks and Recreation Director
Brandon Hicks, Transportation and Engineering Director
Brian Hurley, Fire Chief
Karen Kirkpatrick, City Attorney
Jay Mason, Police Chief
Brittaney McClanahan, Executive Assistant
Brad Medrud, Community Development Director
Troy Niemeyer, Finance Director
Dan Smith, Water Resources and Sustainability Director
Michelle Sutherland, Human Resource Director
Jason Wettstein, Communications Director

Consultant

Amy Leneker, The Leneker Team

Introduction

This strategic plan shares guidance and direction from the Council to City staff, as they work to implement and provide services and infrastructure. It helps prioritize efforts, and creates transparency, particularly where there are on-going needs and challenges at the same time there are constraints on city resources. Based on previous priorities and goals, and on community input received through various, recent outreach efforts, the Council has developed this strategic plan.



The strategic plan centers on six focus areas, which are broad topic areas determined by the City Council to be a priority for Tumwater:

- Vibrant, Livable, and Inclusive Community
- Environmental Stewardship
- Community Mobility
- Health and Safety
- Growth and Development
- Tumwater Excellence

Each focus area includes a goal statement as well as a variety of prioritized **action items** to guide staff's development of **annual work plans**. Each action item has an identified lead department or co-lead departments who will be primarily responsible for coordinating and reporting to the City Council on the progress toward accomplishing the goal of the Focus Areas.

Glossary of Terms

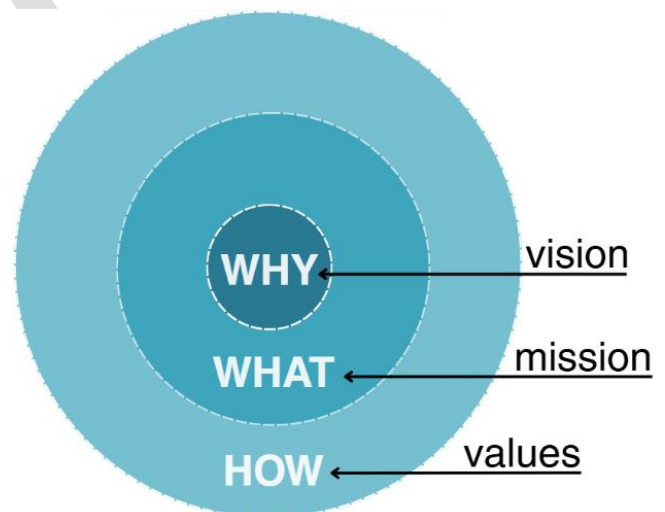
Below are key terms used within the Strategic Plan.

Vision: A statement of what we would like the community to be, long-term. This overarching vision articulates a shared community future.

Mission: A brief summary of the City's purpose, helping guide our actions and decisions aimed at effectively and responsibly serving our community.

Values: The fundamental beliefs and core principles that guide our purpose and direction.

Focus Area: Broad subject areas that help to organize and communicate how we concentrate our time, energy and resources to help achieve the City's overall Vision and Mission.



Focus Area Goal Statement: A brief, outcome-focused statement of the results the City aims to achieve, over time, for a particular Focus Area.

Action Items: The general tasks or activities identified to support progress on the Focus Area Goal Statements.

Annual Work Plans: An outline of specific tasks or activities, organized by **Focus Areas**, that will be undertaken and reported to Council on an annual basis to support progress on specific Action Items.

Vision, Mission, and Values

Vision

Tumwater is a thriving, inclusive and people-centered city where a resilient economy, vibrant neighborhoods, and a healthy natural environment foster deep community connection, civic pride, and a shared commitment to honoring our history while shaping a dynamic tomorrow.

Mission

We work in partnership with our community to provide essential services, protect our environment, grow our economy, and to support a connected, inclusive social fabric where everyone belongs.

Values

People

We embrace the diversity of **people** in our community and strive to ensure everyone feels valued and included. We recognize the vital contributions of our staff and foster a supportive environment that promotes growth, celebrates achievements, and retains talent to serve our community with excellence.

Environment

We strive to safeguard and enhance our community's natural **environment** and social fabric through sustainable practices and long-term stewardship.

Opportunity

We pursue **opportunities** to enhance social, environmental, and economic well-being, and remain committed to achieving positive outcomes—even in challenging times.

Partnership

We work in **partnership** with residents, businesses, community organizations, and governments to address challenges and advance shared goals.

Learning

We **learn** from experience, embrace innovation, and seek new ways to enhance City services and strengthen our community.

Excellence

With **excellence**, integrity, and efficiency, we deliver timely and responsive City services — empowering staff, stewarding public resources, and fostering civic trust.

Implementation Framework

Roles and Responsibilities

One of the City's primary goals in undertaking this strategic planning effort is to identify the Council's priorities, providing guidance for future decision-making, particularly as our community grows and changes. This deliberate, ongoing process for decision-making relies on clearly defined roles and responsibilities:

Community members express their level of satisfaction with the community and the City's delivery of outcomes anticipated by the Strategic Plan.

City Council sets policy direction and approves the Strategic Plan, including the annually updated Work Plans and the biennial budget.

City staff manages implementation by developing and proposing the detailed tasks in the annual Work Plans, within the context of the biennial budget; carrying out the work plan tasks and evaluating and regularly reporting on progress made to implement the Strategic Plan.

Strategic Plan Prioritization Criteria

While all of the work identified in the Strategic Plan is important, it cannot be completed all at once. These criteria will be used to help prioritize the relative favorability of a particular action item, when the work will occur, and what resources need to be allocated.

Overall Criteria

1. How does this advance the City's vision, mission, values, Comprehensive Plan?
2. Will this **enhance** an existing program/service and/or will it provide a new benefit not currently available?
3. What are the potential **consequences** – positive or negative – of inaction at this time?
4. What is the total **resource** commitment for this?
5. How is this a Tumwater community **priority**?

Strategic Plan Schedule

The City develops the Strategic Plan with a six-year, forward-looking perspective that is then coordinated with, and implemented by, the City's biennial budget development process. It is anticipated that modifications to the Strategic Plan during this six-year timeframe will be relatively small and incorporated as needed, and a more comprehensive update of the Strategic Plan will occur on a six-year cycle.

To ensure the Strategic Plan remains nimble and relevant to the community's needs and the Council's priorities, anticipated modifications will be accomplished on a recurring schedule. In even-numbered years, a new biennial budget is drafted and adopted. In odd-numbered years, Council will review and update the Focus Area Action Items. Every year, staff will provide updated Focus Area Work Plans to guide their work and to report to Council on the progress toward implementation and completion of Focus Area Action Items.

New Opportunity Process

Because new and emergent issues and opportunities are likely to arise, the City Council recognizes there needs to be a process to address more urgent actions that may come up outside of the recurring schedule described above. These new opportunities should be few in number and important to address immediately but must be weighed against the ability to deliver the already identified and prioritized Action Items and Annual Work Plans.

Focus Areas (Overview)

FOCUS AREA	GOAL STATEMENT
Vibrant, Livable, and Inclusive Community	Build a community recognized for quality, compassion, and humanity.
Environmental Stewardship	Be a leader in environmental health and sustainability.
Community Mobility	Create and maintain a transportation system safe for all modes of travel.
Health & Safety	Provide and sustain quality public safety services.
Growth & Development	Pursue and support targeted community and economic development.
Tumwater Excellence	Refine and sustain a great organization.

Focus Area: Vibrant, Livable, and Inclusive Community

GOAL STATEMENT: Build a community recognized for quality, compassion, and humanity.

ACTION ITEMS	LEAD DEPARTMENT
Continue implementation of Tumwater Metropolitan Parks District (TMPD) initiatives.	Parks and Recreation, Transportation and Engineering
Increase affordable housing in Tumwater, including permanent and supportive housing.	Community Development
Develop partnerships and strategies to improve municipal service delivery to people in need.	Executive
Promote equity and inclusion within the Tumwater Community.	Executive

Focus Area: Environmental Stewardship

GOAL STATEMENT: Be a leader in environmental health and sustainability.

ACTION ITEMS	LEAD DEPARTMENT
Conserve and protect Tumwater's water resources.	Water Resources and Sustainability
Implement and promote environmentally sustainable practices in the community.	Water Resources and Sustainability
Implement the Urban Forestry Plan.	Water Resources and Sustainability
Implement the Thurston Climate Mitigation Plan.	Water Resources and Sustainability

Focus Area: Community Mobility

GOAL STATEMENT: Create and maintain a transportation system that is safe for all modes of travel.

ACTION ITEMS	LEAD DEPARTMENT
Provide a safe, efficient, and cost-effective transportation system.	Transportation and Engineering
Continue improving the maintenance of the transportation system.	Transportation and Engineering
Implement Capitol Boulevard plan.	Transportation and Engineering, Community Development
Improve maintenance and interconnectivity of a bicycle and pedestrian system.	Transportation and Engineering
Implement Brewery District plan.	Transportation and Engineering, Community Development
Develop a citywide trail system.	Transportation and Engineering
Explore opportunities to extend multimodal transportation facilities to areas of the City outside the urban core.	Transportation and Engineering

Focus Area: Health and Safety

GOAL STATEMENT: Provide and sustain quality public safety services.

ACTION ITEMS	LEAD DEPARTMENT
Develop initiatives to address growing emergency service demands.	Police, Fire
Build existing law enforcement staff capacity to meet current core service delivery demands.	Police
Evaluate and promote City programs to reduce risk to life and property.	Fire
Explore and implement partnerships to improve efficiency of emergency service delivery.	Fire, Police
Review options for regionalization of fire/emergency services.	Fire
Transition to proactive code enforcement.	Police, Community Development

Focus Area: Growth and Development

GOAL STATEMENT: Pursue and support targeted community and economic development.

ACTION ITEMS	LEAD DEPARTMENT
Complete and implement the Habitat Conservation Plan.	Community Development
Leverage brownfield revitalization opportunities.	Executive
Update and implement the City's Economic Development Plan.	Executive
Attract, retain, and grow Tumwater businesses.	Executive
Promote tourism in Tumwater.	Executive

Focus Area: Tumwater Excellence

GOAL STATEMENT: Refine and sustain a great organization.

ACTION ITEMS	LEAD
Attract, retain, and promote a talented and diverse workforce.	Administrative Services Department
Be good stewards of public funds by following sustainable financial strategies.	Finance
Support an environment of continuous learning and improvement for staff and Council.	Administrative Services Department
Attract, retain, and support volunteer board members and commissioners.	Executive
Create a dynamic organizational culture of diversity, equity, inclusion, and belonging.	Administrative Services Department

Appendices

Prioritization Criteria

Legislative/Policy Prioritization Criteria: Focus Area Action Items

Overall Criteria:

1. How does this advance the City's vision, mission, values, and Comprehensive Plan?
2. Will this enhance an existing program/service and/or will it provide a new benefit not currently available?
3. What are the potential consequences – positive or negative – of inaction at this time?
4. What is the total resource commitment for this?
5. Why is this a Tumwater community priority?

New Opportunity Criteria:

1. Will other City projects/programs/initiatives be delayed or eliminated because of this new item, and if so, is the delay/elimination acceptable?
2. How is this needed to address a threat to public health, safety, and welfare?
3. Does the City have sufficient capacity and/or resources to support this?
4. What should be the City's role in this?

Technical Prioritization Criteria: Focus Area Work Plans

1. Is this consistent with the City's vision, mission, and values?
2. Is this consistent with the Comprehensive Plan(s)?
3. Does this advance an adopted plan or policy or an existing objective?
4. Does this protect public health, safety and welfare?
5. Is this required to comply with a legal mandate?
6. Does this contribute to the community's tax base and/or directly generate revenue?
7. Does the City have sufficient staffing resources to support this?
8. Is funding available for implementation/construction?
9. Does this have a clearly identified source of revenue to support ongoing maintenance and operation?
10. Will existing City projects/programs/initiatives be delayed or eliminated because of this new item?
11. What are the consequences of that displacement decision?
12. Are there consequences of inaction?
13. Are there strong benefits of action?
14. How much control or influence over the intended outcome do we have?

15. Will this enhance what is already offered and/or provide a new benefit that is not currently available?
16. Does the City have existing skills/abilities/expertise to address this issue?
17. Is any other entity, private or public, better positioned to undertake this?
18. Does this result in benefits to the natural environment?
19. Does this result in negative impacts to the natural environment?
20. Are there acceptable mitigation measures available to address potential impacts to the natural environment?

DRAFT

2026 Focus Area Work Plans

Focus Area: Vibrant, Livable, and Inclusive Community

Goal Statement: *Build a community recognized for quality, compassion, and humanity.*

Action Item: Continue implementation of Tumwater Metropolitan Parks District (TMPD) initiatives.

- Complete the Community Center design and permitting (Parks and Recreation)
- Expand the Tumwater Arts program to define and form an Arts Commission (Parks and Recreation)
- Expand the Community Garden program at Isabella Bush Park (Parks and Recreation)
- Identify and prioritize deferred parks maintenance projects (Parks and Recreation)
- Complete Trail's End Park design and permitting (Parks and Recreation/Transportation and Engineering)

Action Item: Increase affordable housing in Tumwater, including permanent and supportive housing.

- Complete the low-income housing and homelessness programs evaluation (Community Development)
- Complete review/update of Multi-Family Tax Exemption (MFTE) program (Community Development)

Action Item: Develop partnerships and strategies to improve municipal service delivery to people in need.

- Review and update water shut-off policies (Water Resources and Sustainability)
- Continue review of available utility lifeline program expansion opportunities (Finance)
- Identify relevant stakeholders who can further sustainable, climate-adapted, and equitable food distribution in Tumwater (Community Development)
- Explore opportunities for the community to provide and engage in local and sustainable food production and consumption (Community Development)
- Identify process improvements to reduce applicant barriers in the Tumwater Community Human Services grant program (Executive)
- Manage 2026 Community Development Block Grant Tumwater allocation process (Community Development)

Action Item: Promote equity and inclusion within the Tumwater community.

- Work with the new Equity Commission to develop an initial work plan, including a strong community engagement process (Executive) *new*
- Communicate with Tribal governments to strengthen partnerships, share information, and promote opportunities (Executive)

DRAFT

Focus Area: Environmental Stewardship

Goal Statement: *Be a leader in environmental health and sustainability.*

Action Item: Conserve and protect Tumwater's water resources.

- Develop policies for the Septic to Sewer program to guide the extension of sewer mains and private properties to sewer (Water Resources and Sustainability) **new**
- Create and update the Wellhead protection program report (Water Resources and Sustainability) **new**
- Update the Water Conservation Plan to include support of water reuse opportunities (Water Resources and Sustainability) **new**

Action Item: Implement and promote environmentally sustainable practices in the community.

- Lead the regional partnership for watershed improvement under the Floodplains by Design program as the fiscal manager (Water Resources and Sustainability)
- Develop and promote a calendar of community outreach events on environmental sustainability topics (Water Resources and Sustainability)
- Promote a higher level of environmental and community protection through the integration of ecosystem services and environmental justice for City actions, where feasible (Water Resources and Sustainability) **new**

Action Item: Implement the Urban Forestry Management plan.

- Develop amendments to the Tree and Vegetation Protection Ordinance for Council review (Community Development)
- Develop and implement an invasive pest management response program (Water Resources and Sustainability) **new**
- Update tree inventory to include additional areas such as Right of Ways (Water Resources and Sustainability)
- Complete maintenance work plan for historic Meeker Davis Garry Oak Tree (Water Resources and Sustainability)

Action Item: Implement the Climate Element of the Comprehensive Plan, inclusive of the Thurston Climate Mitigation plan.

- Use results from investment grade audit to pursue grant funding to support City Facility Decarbonization (Water Resources and Sustainability) **new**
- Complete City Facility and Infrastructure Climate Change Vulnerability Assessment (Water Resources and Sustainability)

- Work with Civic Spark Program (FTE for 9 months) to develop standard operating procedures to ensure vulnerable populations are contacted pre and post emergency (Water Resources and Sustainability) **new**

DRAFT

Focus Area: Health and Safety

Goal Statement: *Provide and sustain quality public safety services.*

Action Item: Develop initiatives to address growing emergency service demands.

- Continue implementation of Body Worn Camera program (Police)
- Research automatic license plate reader camera systems, present options to Council for directions (Police)
- Continue implementation of the Law Enforcement Records Management System (Police)
- Develop a “Standard of Cover” document for resource deployment to include future fire station location analysis (Fire) **new**

Action Item: Build existing law enforcement staff capacity to meet current core service delivery demands.

- Per the TPD Strategic Growth Plan, add seven officers to meet growing demand for new and enhanced services (Police)

Action Item: Explore and implement partnerships to improve efficiency of emergency service delivery.

- Implement crisis response program in partnership with Olympic Health and Recovery Services (Fire)
- Explore expanded fire training partnership with Olympia Fire Department and other regional partners (Fire)
- Evaluate TPD participation in a regionalized SWAT program and develop recommendation (Police)
- Expand the FD Cares program (Fire)

Action Item: Evaluate and promote City programs to reduce risk to life and property.

- Conduct Community Risk Assessment to identify and prioritize local risks and make recommendations to reduce occurrence and impact (Fire) **new**
- Improve social media presence to inform community (Police)
- Continue School Resource Officer program (Police)
- Complete HB 1400 training standards in 2026 (required by 2028) (Police)

Action Item: Review options for regionalization of fire/emergency services.

- Review and update the 2019 Fire Regionalization Study (Fire)

Action Item: Transition to proactive code enforcement.

- Prioritize legacy enforcement sites (Police and Community Development) *new*
- Develop work plans and cost estimates for each legacy enforcement site (Police and Community Development) *new*

DRAFT

Focus Area: Community Mobility

Goal Statement: *Create and maintain a transportation system safe for all modes of travel.*

Action Item: Provide a safe, efficient, and cost-effective transportation system.

- Adopt transportation impact fee program (Transportation Engineering)
- Complete design of Mottman Road improvements (Transportation Engineering)
- Begin construction on Tyee Drive Extension, Tumwater Boulevard to Prine Drive (Transportation Engineering)

Action Item: Continue improving the maintenance of the transportation system.

- Complete planning and begin design of 2027 Pavement Maintenance Project (Transportation Engineering)
- Complete planning and design of 2027 Multimodal Improvements project (Transportation Engineering)

Action Item: Implement Capitol Boulevard Corridor Plan.

- Continue acquisition planning for former WSDOT Headquarters site (Executive)
- Continue Right of Way progress on X Street before potential loss of funding (Transportation Engineering)

Action Item: Improve maintenance and interconnectivity of a bicycle and pedestrian system.

- Continue evaluation of new funding sources for the sidewalk program (Transportation Engineering)
- Continue implementation of the ADA Transition Plan (Transportation Engineering)
- Complete construction of 2nd Ave Pedestrian and Bicycle Improvements (Transportation Engineering)
- Complete Right of Way for X Street Roundabout (Transportation Engineering)

Item: Implement Brewery District Plan.

- Pursue funding source for design and Right of Way acquisition to support E Street Connection (Executive)

Action Items: Develop a citywide trail system.

- Complete design of the full Deschutes Valley Trail (Transportation Engineering)
- Complete bid and secure contractor to construct portion C of the Deschutes Valley Trail (Transportation Engineering)

Action Items: Explore opportunities to extend multimodal transportation facilities to areas of the city outside the urban core.

- Explore opportunity for revised road striping outside the urban core to accommodate multimodal use (Transportation Engineering) *new*

DRAFT

Focus Area: Growth and Development

Goal Statement: *Pursue and support targeted growth and economic development.*

Action Item: Complete and implement the Habitat Conservation Plan (HCP).

- Begin the NEPA/SEPA review process for the draft HCP (Community Development) **new**
- Complete implementation planning on the processes that need to be in place when the HCP is adopted (Community Development)
- Identify and prioritize conservation lands for acquisition/easement (Community Development)

Action Item: Leverage brownfield revitalization opportunities

- Identify and pursue funding to begin implementation of the next phase of the Planned Action Environmental Impact Statement process for the brewery area redevelopment (Executive)
- Conduct Phase II environmental site assessments of acquired Deschutes Valley Properties with funding from the Environmental Protection Agency Community Wide Assessment Grant (Executive)
- Publish Opportunity Sites Inventory online to share information about redevelopment opportunities (Executive) **new**

Action Item: Update and implement the city's Economic Development Plan.

- Provide quarterly reports to Council on Economic Development conditions in Tumwater (Executive) **new**

Action Item: Attract, retain, and grow Tumwater businesses.

- Increase engagement in advisory committees, workgroups, speaking opportunities, and business roundtables to strengthen partnerships and initiative planning with local business groups such as the Thurston Chamber of Commerce, the Tumwater Chamber of Commerce and the Thurston Economic Development Council (Executive) **new**
- Publish improved online outreach and resources for business site selectors (Executive) **new**
- Conduct quantitative and qualitative analysis on economic conditions and business sentiment to identify policy barriers and opportunities for business growth and retention (Executive) **new**
- Implement new ERP permitting module to improve permitting processes for development and construction (Community Development)

Action Item: Promote tourism in Tumwater.

- Participate in the development and distribution of Visitor and Convention Bureau materials (Executive) *new*
- Develop strategies to promote Tumwater's historic properties with the Olympia Tumwater Foundation (Executive) *new*
- Reduce barriers for applicants to the lodging tax grant program by improving application language and hosting a workshop for applicants (Executive) *new*

DRAFT

Focus Area: Tumwater Excellence

Goal Statement: *Refine and sustain a great organization.*

Action Item: Attract, retain, and promote a talented and diverse workforce.

- Explore strategies to improve participation in the Employee Wellness Program (Administrative Services)
- Conduct annual compensation and classification audits to identify and address pay disparities and ensure internal equity across demographic groups (Administrative Services) **new**
- Design a welcoming onboarding program that integrates new hires into the organizational culture (Administrative Services) **new**
- Redesign recruitment materials and outreach strategies as an “Employer of Choice” to attract diverse talent to include partnering with community organizations, military transition programs, minority-serving institutions, and professional associations (Administrative Services)
- Continue to implement structured interview protocols and diverse hiring panels to reduce bias, ensure consistency, and align candidate evaluation with core competencies (Administrative Services)

Action Item: Be good stewards of public funds by following sustainable financial strategies.

- Plan, present, and publish the biennial budget for 2027-2028 (Finance) **new**
- Present regular financial reports to Budget and Finance Committee (Finance)

Action Item: Support an environment of continuous learning and improvement, including council.

- Develop and implement the Niche Academy framework that aligns with organizational goals, workforce competencies, and employee growth pathways, including both mandatory training and aspirational learning (Administrative Services)
- Develop a structured leadership development program for supervisors and emerging leaders focused on emotional intelligence, equity-centered management, and effective coaching practices (Administrative Services) **new**
- Develop competency-based training and development plan frameworks that support continuous learning, leadership readiness, and equitable access to advancement opportunities (Administrative Services) **new**
- Provide training opportunities for elected officials, including onboarding (Executive)

Action Item: Attract, retain, and support volunteer board members and commissioners.

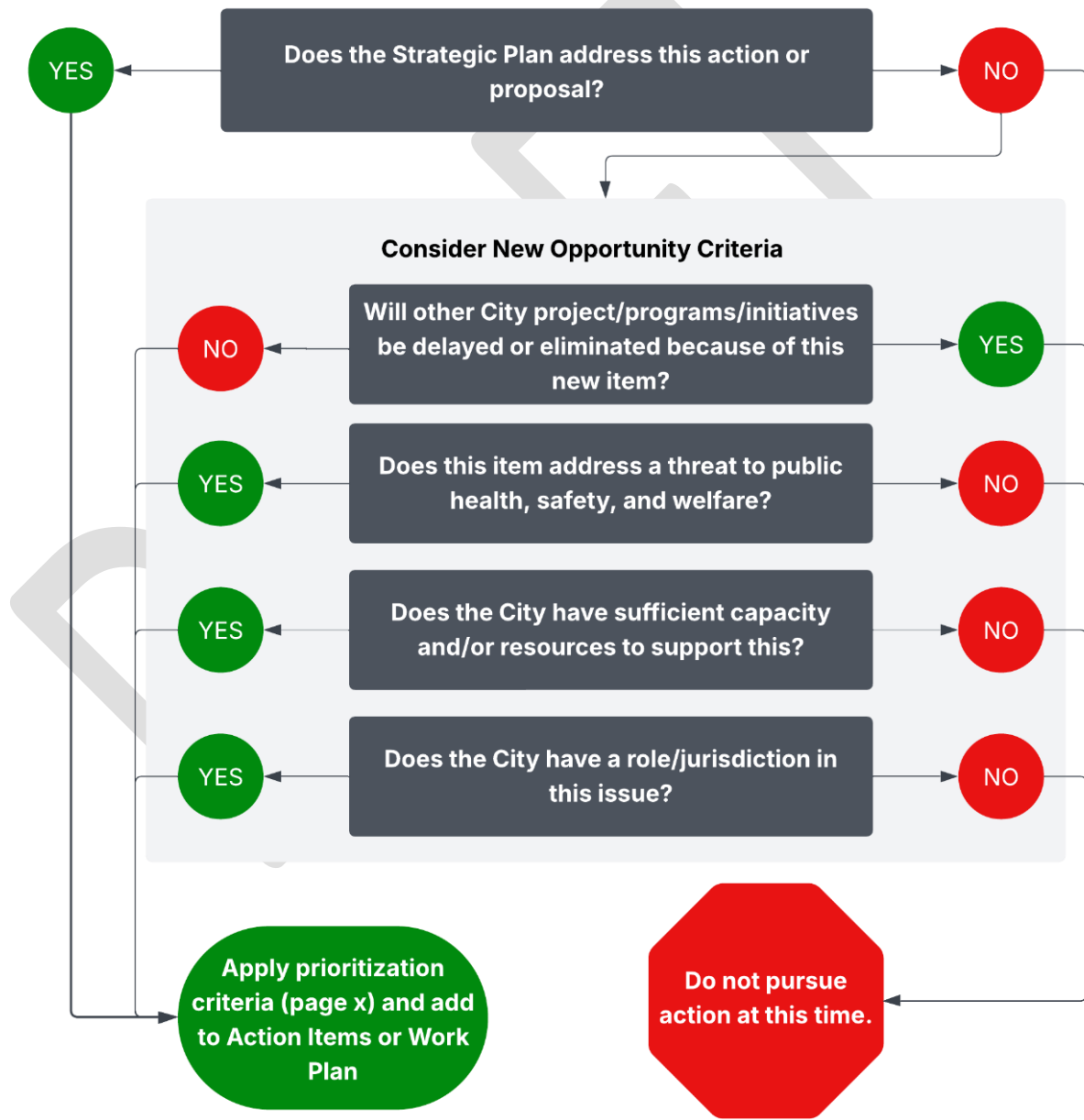
- Study stipends for boards and commissions (Executive)
- Update policies, procedures, and charters for all boards and commissions (Executive)
- Schedule regular meetings between Council and Advisory Boards and Commissions to improve communication (Executive) *new*
- Complete onboarding and training program for new appointed Advisory Board and Commission members (Executive) *new*

Action Item: Create a dynamic culture of diversity, equity, inclusion, and belonging.

- Review plans, policies, and documents for potentially racist and biased language (Executive)
- Deliver annual training for all managers and supervisors on equitable decision-making, cultural competence, and psychological safety (Administrative Services)
- Conduct a diversity, equity, inclusion, and belonging lens review of personnel and operating policies to identify and remove systemic barriers (Administrative Services)
- Expand outreach to underrepresented groups through community partnerships, inclusive job postings, and implicit bias training for hiring managers (Administrative Services)

Appendix: New Opportunities Process

Strategic Plan actions will be identified and selected through an annual prioritization process described in the Annual Schedule. Where new opportunities for actions present themselves outside the annual process, their alignment with the Strategic Plan will be considered and evaluated. This evaluation will include the strength of an item's connection to the Strategic Plan's Focus Areas, whether it should be considered as a timely opportunity, and what impact including that action may have on existing priorities. This evaluative process is outlined below.



TO: City Council
 FROM: Lisa Parks, City Administrator
 DATE: November 3, 2025
 SUBJECT: Pooling Opioid Settlement Funds with Thurston County, Lacey and Olympia - Discussion

1) Recommended Action:

Confirm the Council's intent to pool Opioid Settlement funds with Thurston County and the Cities of Lacey and Olympia, in an amount not to exceed 100% of the funds received by the City through calendar year 2027 (projected to be approximately \$461,000), subject to approval of a revised Interlocal Agreement.

2) Background:

The abuse of prescription opioids is a growing problem, not just in Tumwater, but in the State of Washington and nationwide. Individuals have been harmed by entities within the Pharmaceutical Supply Chain who manufacture, distribute, and dispense prescription opioids and the toll opioid abuse and overuse causes on our resources is significant. Jurisdictions throughout the country sued multiple entities such as manufacturers and distributors in the opioid supply chain, resulting in multiple state and national settlements.

In Washington, local jurisdictions that were not parties to the litigation were given the opportunity to join the settlements by signing the One Washington Memorandum of Understanding. Tumwater joined the One Washington MOU and is projected to receive approximately \$931,000 in settlement funds, some of which are paid in full, while others are paid in installments. As future settlements are reached, it is possible additional funds may be allocated to Tumwater, but those are as yet unknown.

The One WA Agreement requires the participating jurisdictions establish regional Opioid Abatement Councils (OAC). Tumwater is part of the Cascade Pacific Action Alliance Region which has a regional Interlocal Agreement (ILA). This regional ILA also delegates local authority to independent subcommittees, by County, that are established through another ILA which was implemented by Thurston County and the Cities of Lacey, Olympia, and Tumwater in the summer of 2023. The One Washington-required purpose of the County committee is to ensure each jurisdiction is utilizing their funds in a manner consistent with the opioid settlement agreements and the One Washington Plan. The Thurston County independent subcommittee – the Opioid Abatement Council – has met 4 times so far in 2025, beginning in March. Council Member Dahlhoff is Tumwater's appointed representative to the OAC.

In the Thurston County region, at both the OAC and staff/management levels, there has been an expressed and agreed intention to utilize these one-time settlement funds in a way that will have the greatest positive impact on opioid abuse challenges in Thurston County. To that end, the original Thruston County OAC ILA is going through a review and update process that would more clearly outline and authorize a process whereby the jurisdictions can pool their settlement funds, if they choose, and to use the OAC to review projects and make recommendations to the County Commissioners regarding funding allocations. Those ILA revisions are currently being

reviewed by legal counsel from each of the four jurisdictions, and it will then be forwarded to each legislative body for review, consideration and action, hopefully by the end this calendar year.

Concurrent with the ILA revision process, the OAC has requested County staff to draft a Request for Proposals (RFP) for projects consistent with the One Washington eligible activities list, so that once the ILA amendments authorizing pooling of settlement funds are completed, the RFP can be advertised and distributed for project sponsors to respond. The Board of County Commissioners has indicated a commitment to use \$500,000 of the County's settlement funds in each of the next two calendar years (2026 and 2027) towards this pooled funding RFP process.

The topic of discussion at tonight's work session is for the City Council to discuss whether Tumwater would like to pool our settlement funds as a part of the current proposed RFP process, and if so, how much of the City's funds. The OAC members are having a similar conversation with their respective legislative bodies, with the intent of coming to the next OAC meeting (scheduled for November 5th) with at least verbal answers to these two questions.

Currently, based on the completed settlement agreements, Tumwater is projected to receive a total of approximately \$931,000, of which approximately \$365,805 has already been received. Four of the settlement agreements have been paid in full, while five of them have annual payment schedules that include payments out as far as 2038. Two of the settlement agreements still have a dollar allocation for Tumwater that is outstanding (we don't yet know what that amount will be). The total amount of funds projected to be available from Tumwater's settlement agreements during 2026 is approximately \$415,784 (existing balance of \$365,805 + \$49,979 from 2026 annual payments), with another \$46,049 available in 2027, for projected total of approximately \$461,833.

If the Council chooses to pool resources, one option would be to agree to pool 100% of the settlement funds received by the City of Tumwater through calendar year 2027, in an amount projected to be approximately \$461,000. Once the draft, amended Interlocal Agreement is passed by the Council allowing for funds to be pooled, staff would then prepare a budget amendment to the 2025-2026 biennial budget to authorize the expenditure, and would include the remaining funds projected to be received in 2027 in the 2027-2028 Biennial Budget.

3) Policy Support:

Build a community recognized for quality, compassion and humanity.

4) Alternatives:

- ☐ Agree to pool Opioid Settlement Funds with the other jurisdictions, in a specified amount.
 - ☐ Choose not to pool Opioid Settlement Funds with the other jurisdictions and direct City staff to create a process to use the funds consistent with the One Washington Agreement.
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5) Fiscal Notes:

N/A

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- 6) Attachments:
N/A