



AMENDED 7/1/2020

**LACEY CITY COUNCIL
WORKSESSION**

THURSDAY, JULY 2, 2020

4:00 – 5:30 P.M.

REMOTE ATTENDANCE

To comply with Governor Inslee's [Proclamation 20-28](#), the City Council Worksession will be conducted remotely, not in-person. However, you may view the Council meeting by watching live through Zoom:

<https://us02web.zoom.us/j/86181722930?pwd=K3hkQUVvODJUK29Hd3pVRXIZTDlvQT09>

The public may also listen to the meeting via telephone by dialing toll-free:

(888) 788-0099 or **(877) 853-5247** - when prompted enter Webinar ID **861 8172 2930**
press # (*participant ID not required*)

AGENDA

- 4:00** **[APPOINTMENT OF PLANNING COMMISSIONER ROBIN VAZQUEZ](#)**
ANDY RYDER, MAYOR
(DISCUSSION)
- 4:05** **CITY OF LACEY – REOPENING UNDER GOVERNOR’S PHASE 3 SAFE
START PLAN – UPDATE**
SCOTT SPENCE, CITY MANAGER
(DISCUSSION)
- 4:15** **CIVIC LEADERSHIP GROUP ON EQUITY – UPDATE**
SCOTT SPENCE, CITY MANAGER
(DISCUSSION)
- 4:30** **COUNCIL TRAVEL POLICY**
KELLY ADAMS, MANAGEMENT ANALYST
(DISCUSSION)

4:40 CITY COUNCIL MEETING SCHEDULE

*SCOTT SPENCE, CITY MANAGER
(PRESENTATION)*

**5:00 COMMUNITY BASED COMMITTEE ON HOMELESSNESS –
SELECTION PROCESS**

*RICK WALK, DIRECTOR OF COMMUNITY AND ECONOMIC DEVELOPMENT
(DISCUSSION)*

5:30 ADJOURN

RECEIVED BY

MAR 11 2020



Shaping
our community
together

CITY OF LACEY
APPLICATION FOR APPOINTMENT
TO LACEY CITY COUNCIL BOARDS & COMMISSIONS

NAME: Robin Vazquez WORK PHONE: 360 407 4130
 ADDRESS: 5110 27th Ave SE HOME PHONE: 360 440 1686
 CITY: Lacey CELL PHONE: " "
 STATE: WA EMAIL: robin.c.vazquez@gmail.com
 ZIP CODE: 98503

Do you live within the City limits or the urban growth area (UGA)? City UGA
 How long have you been a resident? Please see attached responses.
 What is your interest/objective in serving on this Board or Commission? _____

What is your education? _____

Do you have other civic obligations and/or memberships in professional organizations?
(Please list office held, duties, and term of office.) _____

What previous experience do you have serving on a board, committee, or commission? _____

Approximately how many hours each month can you volunteer for this appointment? _____

Briefly describe any special knowledge, skills, or experience that qualifies you for this appointment: _____

Where are you currently employed? (Job title, employer, dates, supervisor, phone) _____

Briefly explain why you would like to serve on a Council Board or Commission: _____

- PLEASE INDICATE WHICH BOARDS OR COMMISSIONS YOU WOULD BE INTERESTED IN SERVING ON. CHECK ALL THAT APPLY.**
- | | |
|---|--|
| <input type="checkbox"/> Board of Park Commissioners | <input checked="" type="checkbox"/> Civil Service Commission |
| <input type="checkbox"/> Human Services Review Council | <input type="checkbox"/> Historical Commission |
| <input checked="" type="checkbox"/> Planning Commission | <input type="checkbox"/> Library Board |
| <input type="checkbox"/> Law Enforcement Officers, Fire Fighters Disability Board (LEOFF I) | <input type="checkbox"/> Thurston County Television Board (TCTV) |

The City of Lacey is committed to ensuring varied and diverse representation on all of its Boards and Commissions. All interested citizens are encouraged to apply. In order to be considered, please submit a letter of interest, resume, and application to the Lacey City Council. Either mail or deliver in person to: City of Lacey, 420 College Street SE, Lacey, WA 98503, or fax to 360.412.3185.

Applicant Signature Robin Vazquez Date 3/11/20

Attention: City Manager's Office
City of Lacey, 420 College Street SE
Lacey, WA 98503

To whom it may concern,

I am interested in serving on a city commission. I've lived in Lacey since 2014 and have fallen in love with the city and with Thurston County. I feel very fortunate that myself and my family live in such a vibrant, growing city. I want to become more engaged in my community, and I'm requesting your consideration.

The Lacey Planning Commission focuses on long term planning and decision making for our city. I have an interest in serving on this commission. I intend to remain in this community and raise my kids, and would like to bring this personal perspective to the work of this commission. I want this to be a place my kids want to stay once they're grown, to live and work and possibly raise *their* children. I want Lacey to continue to be well-planned, with attractive amenities, thriving small businesses, a solid public transportation system, affordable housing and a healthy environment when I retire here. I bring years of experience resolving difficult policy issues, navigating complex authorizing environments and mediating conflict - experience I am certain would translate smoothly to the critical work of this commission.

The Civil Service Commission is one where my professional experience would allow me to be immediately useful. According to city policy, this commission "adopts rules for the regulation of personnel matters ... It also hears appeals arising from the administration of the Civil Service rules and regulations." I've worked within a similar civil service framework as an advocate, negotiator and policy maker for more than a decade and could hit the ground running, helping to review and improve rules and make informed decisions on appeals. I would be an asset to the city on this particular commission.

I invite you to review my resume and application for details about my qualifications and experience, but let me share here that if appointed, I will be an engaged and thoughtful member of any commission I am on. I have a depth of experience serving on boards and in leadership positions professionally and through volunteer work, and in each of those positions I have sought out ways to make positive and meaningful contributions to the mission of the organization. I care deeply about bringing value into all the work I do.

Thank you for your time and attention. Please contact me if you have any questions about this application. Warm regards,



Robin Vazquez
Lacey Resident



ROBIN VAZQUEZ

ROBIN.C.VAZQUEZ@GMAIL.COM / H: 360-440-1686
5110 27TH AVE SE, LACEY, WA 98503

SUMMARY

A strategic, relationship-focused manager with a record of resolving conflicts, navigating change and establishing psychological safety on teams.

SKILLS

- Collaborating and team-building
- Resolving conflict
- Building trust
- Facilitating and managing change
- Labor relations
- Navigating and resolving conflict
- Policy analysis and development
- Evaluating legislation
- Data analysis
- Hosting meetings
- Risk management and monitoring
- Public speaking
- Superb writer and editor

EXPERIENCE

Workforce Strategies Section Chief / OFFICE OF FINANCIAL MANAGEMENT *01/2019 - Present*

- Supervised a staff of subject matter experts in the areas of workforce research and performance and diversity, equity and inclusion (DEI) policy.
- Convened stakeholders to draft and finalize centralized guidance on Initiative 1000 for public employers within the state of Washington
- Recommended changes to WACs and statutes to improve the effectiveness and efficiency of our state DEI programs
- Partnered with internal and external groups to create new data collection categories related to employee demographics, which will allow for more supportive programming
- Chaired the Data and Investigations committee established to develop deliverables tied to the Governor's April 2018 memo on DEI

Labor Negotiator / OFFICE OF FINANCIAL MANAGEMENT *12/2015 - 12/2018*

- Negotiated collective bargaining agreements under multiple statutes.
- Provided labor relations training, advice and support for assigned state agencies.
- Crafted creative solutions to labor conflicts.
- Analyzed and briefed executive management on the impacts of policy decisions and proposals.
- Navigated complex authorizing environments to gain buy-in and approval before taking action.

Labor Advocate / WASHINGTON FEDERATION OF STATE EMPLOYEES

12/2008 - 11/2015

- Argued and resolved grievances during pre-arbitration review meetings and mediations.
 - Recruited, supported and led state employee teams during bargaining.
 - Chaired statewide union communication committees addressing issues with statewide impacts.
 - Partnered with internal staff to provide strategic representation to members.
-

EDUCATION AND TRAINING

The Evergreen State College - Olympia, WA

Master of Arts: Public Administration - Public Policy Focus

Western Washington University - Bellingham, WA

Bachelor of Arts: Political Science and Spanish

VOLUNTEER AND LEADERSHIP EXPERIENCE

- Public Member, DOH Midwife Advisory Committee, 2020 - present
 - Board Chair, South Sound Roller Derby, 2019 - present
 - OFM Rep/Alternate, Washington State Interagency Committee of State Employed Women, 2016 - 2018
 - OFM Campaign Leader, Washington State Combined Fund Drive, 2017 - 2019
 - Lead, Washington State Labor Relations Roundtable, 2016 - 2018
 - Member, Seattle Central CC Worker Retraining Technical Advisory Committee, 2010 - 2014
-

CERTIFICATIONS

40-Hour Mediation Training, Thurston County Dispute Resolution Center

Certificate to Teach English to Speakers of Other Languages, Western Washington University

CPR/AED Certified, 2019

How long have you been a resident? Since December 2014

What is your interest/objective in serving on this Board or Commission? I intend to live in this community for the rest of my life. I want to contribute to the growth and development of Lacey so that this continues to be a safe, thriving city. I want a Lacey that embraces diversity and provides a healthy, vibrant place for my children and my neighbors' children. I want beautiful parks and a well-planned transportation system, including space and funds for bikes and buses. I want environmentally thoughtful growth and the proliferation of art, music and small business. I think I want what everybody wants for their own town, and I believe I have the background and skill to support our journey toward those goals.

What is your education? I graduated from Western Washington University with a double major in Spanish and Political Science and a Certificate to Teach English as a Second Language. I attained my Masters in Public Administration with a Public Policy concentration through the Evergreen State College. I'm professionally trained as a negotiator and mediator and have also taken a number of trainings on supervising and leading people and teams, and in the area of diversity, equity and inclusion.

Do you have other civic obligations and/or memberships in professional organizations? (Please list office held, duties, and term of office.) *Currently:*

Board Chair - South Sound Roller Derby, 2019 - present. Duties include leading the five-member board, chairing meetings of the membership and establishing the agendas, engaging with visiting teams, and planning and managing the execution of competitive roller derby bouts and other events. The full Board oversees all legal and financial aspects of the organization including all licensing, contracts, insurance, policies, major purchases, budget, and league documentation/record keeping. The Board also acts as the Project Manager for the league.

Member, DOH Midwife Advisory Committee - 2020 - 2024. Duties include advising and making recommendations to the secretary of health on issues including, but not limited to: continuing education, mandatory reexamination and peer review for individuals practicing midwifery in Washington state. The committee meets quarterly and members are expected to attend and be prepared for all meetings.

What previous experience do you have serving on a board, committee, or commission? I served on two Seattle Colleges Workforce Advisory Committees as a labor representative between 2010 and 2013.

I've been involved in several volunteer organizations. I participated in the WWU chapter of the National Society of Collegiate Scholars (vice-chair, chair) from 2004-2006, and the Young Democrats of Washington and local chapters of the same organization in numerous positions, including founding the Whatcom County Young Democrats (2007) and helping found the Thurston County Young Democrats (2015), and chairing the King County Young Democrats (2009-2010). The Young Democrats typically use Roberts Rules

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Robin Vazquez – March 11, 2020

of Order to facilitate their meetings, so I'm comfortable with parliamentary procedure and can ensure fair and participatory discussions, navigate conflict, and stick to the agenda during (sometimes heated) meetings.

I chaired the Policy Committee for the Rat City Roller Girls during the 2009-10 season. I helped develop foundational personnel policies for that organization. The Policy Committee was brand new when I took on the role, so we had to establish our own role in the larger organization and norms for our work. One key accomplishment was the creation of a disciplinary policy and appeal process for league members.

I chaired the Statewide Stewards Committee in the Office Professionals and Employees International Union Local 8 (OPEIU8) from 2013-2014, and served on the WFSE Staff Union Labor Management Committee and the Staff Union Bargaining Team during the 2013 contract negotiations.

In 2015 I was appointed as the OFM alternate to the Interagency Committee of State Employed Women and later became the main representative of my agency. As a member of the ICSEW, I devoted my time to the Policy Sub-committee, helping to identify legislative and policy issues that impacted state employees. During my appointment I helped draft recommendations on the development of a statewide mentorship program for state employed women that is currently being implemented.

I was elected as the Board Chair for the South Sound Roller Derby league here in Olympia in 2019 and secured Washington State Non-profit status for that organization, as well as establishing a competitive season schedule, setting up a bank account, establishing a charter and committee structure, training new skaters and doing outreach and recruiting in the community.

I was very recently appointed (Jan. 2020) to the DOH Midwife Advisory Committee as the member-at-large from the public.

Professionally I frequently chair meetings, convene stakeholders and subject matter experts, establish agendas and track action items. The functions and procedures that drive boards and committees are very familiar to me.

Approximately how many hours each month can you volunteer for this appointment?
10-15

Briefly describe any special knowledge, skills, or experience that qualifies you for this appointment: Beyond what is stated above, I am familiar with creating and amending policy, and with the constant tension between conceptual policy and the challenging work of implementation in a resource-restricted world where real people are involved. After seven years as an employee advocate I'm an excellent listener and my focus is always on finding a solution that balances the needs of individuals and the community. I'm comfortable testifying, speaking in public, chairing meetings, and synthesizing and restating complex concepts in a simple, accessible way.

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I'm familiar with the rules and protections for civil service employees and know my way around a collective bargaining agreement. I have some knowledge and training in the area of public contracting and procurement. I speak some Spanish and I have experience engaging with English language learners; I carry a TESOL certificate and taught English abroad from 2006-07. I also have some training in statistics and research, including the use of RStudio and knowing how run a chi-squared test in Excel. That is to say, when reviewing research provided to help the commission come to a decision, I'd be able to parse some of the technical bits.

Where are you currently employed? (Job title, employer, dates, supervisor, phone)

I'm currently the Section Chief of Workforce Strategies in the State Human Resources division of the Office of Financial Management. I've worked at OFM since December 2015 and I've been in this position since January 2019.

My supervisor is Scott Nicholson, the Deputy Assistant Director of State Human Resources - 360-407-4197

Briefly explain why you would like to serve on a Council Board or Commission: As I said above, I'm committed to helping my community thrive for my children and the children of my neighbors. We are facing a moment of transformation for Lacey - the population is increasing and we're beginning to experience a shortage in available housing. As we grow, we face new challenges as a city. I believe I'm well-equipped to navigate those new challenges and I want to contribute to the future of Lacey.