

CITY OF BELLEVUE  
BELLEVUE PLANNING COMMISSION  
ANNUAL RETREAT  
MINUTES

November 5, 2025  
6:30 p.m.

Mercer Slough  
Educational Center

COMMISSIONERS PRESENT: Chair Khanloo, Vice Chair Lu, Commissioners Ferris, Goepple, Kennedy, Nilchian, Villaveces

COMMISSIONERS REMOTE: None

COMMISSIONERS ABSENT: None

STAFF PRESENT: Thara Johnson, Emil King, Kate Nesse, Bryce Williams-Tuggle, Community Development Department; Rebecca Horner (remote), Nick Whipple, Department of Development Services; Matt McFarland, City Attorney's Office

COUNCIL LIAISON: Deputy Mayor Malakoutian

GUEST SPEAKERS: None

RECORDING SECRETARY: Gerry Lindsay

1. CALL TO ORDER  
(6:30 p.m.)

The meeting was called to order at 6:30 p.m. by Chair Khanloo who presided.

2. ROLL CALL  
(6:32 p.m.)

Upon the call of the roll, all Commissioners were present.

3. APPROVAL OF AGENDA  
(6:32 p.m.)

A motion to approve the agenda was made by Commissioner Ferris. The motion was seconded by Commissioner Goepple and the motion carried unanimously.

4. REPORTS OF CITY COUNCIL, BOARDS AND COMMISSIONS  
(6:33 p.m.)

Deputy Mayor Malakoutian expressed deep gratitude for the Commission's work and characterized the group as highly prepared, collaborative, and respectful in deliberations. While the Commissioners do not always agree, their discussions are constructive and grounded in careful review. Praise was offered for the work of the Commission on recent major ongoing efforts, including the Comprehensive Plan, Wilburton, and Middle Housing. Referring to the

policy recommendations forwarded to the City Council, Deputy Mayor Malakoutian stated that the Council places a high level of trust in the Commission's work, which reduces the need for prolonged Council deliberation.

5. STAFF REPORTS  
(6:39 p.m.)

Planning Director Emil King noted having not attended every meeting of the Commission during the year but expressed appreciation for the Commission's depth of discussion and the quality of its policy deliberations. Recent Commission membership transitions were highlighted and the Commission was commended for the way new members are integrated into the established working culture. The Commission's preparation for Council presentations is always especially strong, resulting in clear communications and effective responses to Council inquiries. The significant time commitment involved in Commission service was recognized, and the Commissioners were thanked for their ongoing efforts and enthusiasm.

A. Planning Commission Meeting Schedule

Senior Planner Dr. Kate Nesse took a few minutes to review the Commission's schedule of upcoming meeting dates and agenda items for the upcoming year.

6. WRITTEN AND ORAL COMMUNICATIONS

A. Written Communications  
(6:40 p.m.)

Dr. Kate Nesse highlighted the receipt of one written comment since the Commission's previous meeting; the comment was in regard to the Critical Areas Ordinance.

B. Oral Communications – None  
(6:41 p.m.)

7. PUBLIC HEARING – None  
(6:41 p.m.)

8. STUDY SESSION  
(6:41 p.m.)

A. 2025 Annual Commission Retreat

*Commissioner Ferris Appreciation*

Chair Khanloo remarked that it had been a joy and a privilege serving on the Commission with Commissioner Ferris who will always be remembered for being kind, calm, willing to listen, and consistently focus on the people impacted by policy choices. The Chair expressed personal gratitude for the opportunity to serve alongside Commissioner Ferris and wished the Commissioner success in the next endeavor of working with Hopelink.

Deputy Mayor Malakoutian agreed with those sentiments and stated that the positive example set by Commissioner Ferris makes everyone else better. Independent thinking is the most essential characteristic of being a good Planning Commissioner, and that is something that Commissioner Ferris exemplified. Through nearly seven years of service, Commissioner Ferris demonstrated both conviction and openness to new perspectives, and consistently elevated others through kindness, thoughtfulness, and care. Commissioner Ferris always listened attentively to colleagues and members of the public, and was always willing to adjust positions when persuaded by the substance of discussions. Commissioner Ferris demonstrated a consistent calm demeanor, subject-matter preparation, and commitment to the wellbeing of the community, qualities that are patently visible in the public record. Discussions have already begun regarding Commissioner Ferris's idea to help establish a structured mentorship program for new Planning Commissioners. Hopelink will certainly benefit from having Commissioner Ferris on board.

Vice Chair Lu expressed gratitude for and reflected on Commissioner Ferris's influence on the culture of the Commission and reflected on watching Commissioner Ferris setting a lasting example of effective leadership by forming initial views, listening with empathy, and, when appropriate, revising those views.

Commissioner Villaveces thanked Commissioner Ferris for always ensuring the Commissioner's microphones were on before expressing a deep appreciation for Commissioner Ferris's positive attitude, supportive approach, and ability to bring people together.

Commissioner Goeppele shared a personal anecdote comparing their own early experience on the Commission to playing alongside someone exceptionally skilled. Commissioner Ferris set a positive example in guiding and elevating the understanding of planning issues.

Commissioner Kennedy emphasized the welcoming environment Commissioner Ferris always helped to foster by asking questions and offering comments that consistently helped to clarify key policy considerations, center the needs of the community, and providing grounding during complex deliberations. Commissioner Ferris's presence helped to shape the development of many on the Commission.

Commissioner Nilchian thanked Commissioner Ferris for being so welcoming to new Commissioners and for serving as such a great resource. The questions and comments of Commissioner Ferris always ground the conversations and help to orient things in a way that is helpful in gaining an understanding of the issues.

Emil King highlighted Commissioner Ferris's commitment to equity and stable housing, something that was evident both prior to and while serving as a member of the Commission. Commissioner Ferris's conduct consistently demonstrated clear values, thoughtful questioning, and a steady presence in discussions involving challenging policy issues.

Thara Johnson noted having worked closely with Commissioner Ferris during the early days of the pandemic when the Commission was required to transition rapidly to virtual operations. Appreciation was expressed for Commissioner Ferris's insight, balance, and reliability during that period of adjustment. The lasting positive impact of Commissioner Ferris's approach on the function and culture of the Commission will always be remembered.

Supervising Civil Attorney Matt McFarland praised Commissioner Ferris for bringing both passion and objectivity to all Commission deliberations and emphasized Commissioner Ferris's ability to contribute subject-matter expertise thoughtfully without appearing to guide outcomes.

or advance personal agendas. Commissioner Ferris consistently struck a careful balance when discussing complex amendments and even when applying professional knowledge did so with restraint and respect for the group process. That quality will be greatly missed.

Assistant Director Nick Whipple expressed appreciation for Commissioner Ferris's clarity in questioning and the ability to identify the core issues within complicated topics, skills that support efficient discussion and decision-making. Thanks was also offered to Commissioner Ferris for being generous with time and consistently kind in all interactions.

Bryce Williams-Tuggle echoed those sentiments and said working with Commissioner Ferris had been a pleasure.

Dr. Kate Nesse added that it had been a personal pleasure working with Commissioner Ferris over the years.

Commissioner Ferris shared that serving on the Planning Commission had been deeply meaningful. A great deal was learned from both fellow Commissioners and the staff. While the work was often long and demanding, the contributions and perspectives of each person involved made the experience valuable. Mixed emotions were expressed about leaving the Commission, and Commissioner Ferris allowed that working with the group would be missed. Commissioner Ferris voiced the intent to remain involved in the community and to continue exploring the development of a mentorship program for new Commissioners given how overwhelming the role can be at the outset.

Chair Khanloo presented Commissioner Ferris with a Council-issued service recognition certificate and a card signed by the Commissioners and staff.

### *Game Highlighting Accomplishments*

Dr. Kate Nesse introduced a game designed to review the Commission's accomplishments over the past year. The activity was guided by a "podcast" style narration summarizing the Commission's 2025 work. The narration noted that the Commission held nineteen meetings during the year, including several lengthy sessions and six public hearings. Highlighted was the significant work done by the Commission concerning implementation of the Wilburton Vision; the extensive public engagement and written testimony; the deliberations on middle housing; and the development of neighborhood area plans. The narration also referenced various Comprehensive Plan and code amendments for which the Commission made recommendations to Council. As key items were mentioned, the Commissioners marked their bingo cards and called out when completing them, leading to brief pauses and friendly exchanges. The activity continued as part of the retreat's review of the year's accomplishments.

The "podcast" continued with reflections on the Commissioners' service and their tangible, impact on the city. It was emphasized that service on the Commission is demanding but consequential. New members Mariah Kennedy and Arshia Nilchian joined the Commission and have already contributed to recommendations heading to the Council. The change in leadership on the Commission was also highlighted. The work of former Chair Goepppele was commended for managing complex discussions. The current Chair Khanloo and Vice Chair Lu were elected in July.

### *Commission Perspectives*

Dr. Kate Nesse presented the results of the survey filled out by the Commissioners. Six Commissioners responded and the volume of ideas generated could support an additional study session next year. There was strong and clear consensus in regard to three areas in which the Commission functions well: 1) respectful and collaborative relationships; 2) the substantive dialogue that occurs during the meetings; and 3) the effective integration of newer members. The respondents praised the consistent preparation of their colleagues; the well-structured and transparent conduct of the meetings; and the clarity and quality of the staff presentations. Appreciation was also indicated for the fact that the discussions tend to be outcome-oriented and focused on moving issues forward collaboratively.

Dr. Kate Nesse said there were a few areas where the Commissioners felt the meetings could function better. The respondents expressed a preference for shorter meetings, with presentations focused on key decision points and with Commissioner comments kept brief where possible, questions posed at prior meetings should be explicitly answered at subsequent sessions. There was also support expressed for the value of briefings and for initial study sessions before decision-making.

With regard to public engagement, respondents sought clearer guidance for both Commissioners and the public on when and how to engage at different project stages, as well as support to help members of the public comment more effectively at meetings. Although the Commission was described as collegial, respondents suggested that a mentorship program could further strengthen culture and capacity, alongside additional training opportunities and more intentional efforts to help members get to know one another.

Turning to materials and support, Dr. Kate Nesse said the respondents made requests for agenda memos and presentations to more explicitly situate decisions in context by stating the Council-defined scope and the reasoning behind the staff recommendations. The respondents encouraged greater use of summaries, tables, and maps to distill key concepts, and expressed strong support for more briefings ahead of meetings.

The suggestions made relative to staff support included helping the Commission stay focused on the Council's scope and the Commission's role by articulating the rationale for recommendations by having the staff apply their expertise in analyzing and responding to the ideas of Commissioners.

In terms of community interaction, the respondents indicated appreciation for how the Critical Areas Ordinance process tracked the public input. There were suggestions made about applying similar practices to other controversial topics. Suggestions were also made to attend more community events; to space projects to reduce community confusion, particularly around HOMA; and sharing events more widely and in additional languages.

Future topics of interest listed included the implications of state legislative changes affecting the work of the Commission; offering opportunities to learn more about staff roles and their areas of expertise; seeking a deeper understanding of the community engagement process; and offering procedural training.

Deputy Mayor Malakoutian asked for clarification regarding the call for a clear public engagement process. Dr. Kate Nesse explained that the intent is to help the community understand when to engage with the Planning Commission versus staff, and how to be effective in those engagements.

Deputy Mayor Malakoutian asked if the requested briefings would be one-on-one or study sessions, and Dr. Kate Nesse confirmed that the interest was in having one-on-one briefings. Dr. Kate Nesse noted that the staff had not yet collectively discussed the survey, but allowed that the preliminary staff feedback largely mirrors the view of the Commissioners in terms of where things are functioning well. The staff input has been more focused on mechanics than on the issues.

Thara Johnson underscored the fact that the Commission has recently addressed a number of controversial topics. The staff have tracked the questions raised by Commissioners and have found the exchange helpful.

Nick Whipple noted that the Code and Policy team has expressed a willingness to invest time in more briefings, and to provide more detailed memos that directly answer questions asked by the Commissioners, all with the aim of keeping the work moving forward smoothly and maintaining efficient engagement with community stakeholders.

To illustrate the value of targeted staff support, Chair Khanloo recounted a recent Wilburton matter involving questions about FAR and fee-in-lieu calculations. Chair Khanloo noted having requested a call with staff to walk through the math. The discussion, which involved specific staff members, was clarifying. The one-on-one briefing effectively resolved a sticking point and deepened understanding ahead of formal deliberation.

Vice Chair Lu raised the issue of last-minute public suggestions that are submitted too close to meetings for either Commissioners or staff to fully evaluate and added that it can be helpful during meetings to state explicitly when such comments cannot be addressed immediately, or when they fall outside the scope set by the City Council.

Chair Khanloo commented that well-intended questions about practices in other jurisdictions could inadvertently expand the scope beyond what the Council had authorized. The staff were encouraged to signal when inquiries stray beyond established scope, as doing so helps the Commission to focus its deliberations.

Commissioner Goeppele stressed the importance of visual aids, particularly maps, in understanding potential policy impacts. Maps and tables are useful for grounding theoretical decisions in the physical context of the city. Thara Johnson agreed and pointed to previous presentations, including those involving Wilburton, that successfully used layered maps to make complex issues more accessible.

Dr. Kate Nesse suggested that it may be beneficial in a future session to identify tools and presentation techniques that the Commissioners find most useful.

Deputy Mayor Malakoutian asked if the Commission could adopt a more structured approach to one-on-one briefings on particularly complex topics. Dr. Kate Nesse clarified that one-on-one briefings already occur informally, but allowed that they could potentially be scheduled more systematically with the Commissioners opting in to set times.

Vice Chair Lu asked if having recurring “office hours” or two or three regular briefing windows could reduce scheduling barriers. Dr. Kate Nesse noted that the suggestion would require coordination due to varying schedules, but agreed that structured briefings could support more efficient meetings.

Deputy Mayor Malakoutian observed that with the departure of Commissioner Ferris five of the Commission members will have less than one and a half years' experience, and emphasized the need for additional support for newer members. Dr. Kate Nesse acknowledged that longer or more structured onboarding could help new Commissioners understand in-progress work, especially when joining during multiyear projects, which is something that occurred with Wilburton.

Deputy Mayor Malakoutian pointed out that Housing Opportunities in Mixed-Use Areas (HOMA) is a complex upcoming topic, one where additional briefings would likely be useful.

Commissioner Goeppele expressed appreciation for recent staff presentations, particularly those involving analyses balancing multiple stakeholder interests.

Commissioner Ferris reiterated the suggestion to create a glossary of terminology and acronyms, noting that such a resource could gradually develop into a useful reference handbook. Dr. Kate Nesse confirmed that the suggestion was included in the survey feedback. Commissioner Ferris said having both a glossary and a mentorship structure would support new Commissioner development.

Commissioner Kennedy commented that the matrices used during the Critical Areas Ordinance process showing each public comment and how it had been addressed had been particularly valuable. Having similar tools earlier in the process for complex topics could help reduce repeated discussion by clearly demonstrating how input has been considered. Dr. Kate Nesse responded that while producing such matrices can be labor-intensive, the Commission could identify which tools are most useful and compile a reference of options for project managers to apply as appropriate to the scale and complexity of specific topics.

Chair Khanloo commented that the Commission's schedule in 2026 will not be as heavy. An additional study session will be scheduled to continue discussing the survey feedback and procedural improvements.

### *Looking Forward – Development Trends & Strategic Initiatives*

Development Services Director Rebecca Horner said the department recently completed a major update to its five-year strategic plan. The new vision, Building the Best Bellevue Together,” and the accompanying mission statement emphasizes partnership, equity, safety, and livability in the built and natural environments. Stressed was the importance of engaging all staff members across the four departments that make up the development services line of business so that each individual understands how their role contributes to the shared vision. The department's organizational structure and its seven operational divisions, collectively referred to as the Permit Services Oversight Committee, were outlined with an emphasis on the breadth of work that occurs across permitting, land use review, building inspection, fire safety, utilities, transportation review, and policy development.

Rebecca Horner presented the Commission with data demonstrating the sustained high levels of permit and application volume over the past several years. It was noted that though there were brief periods of decline in 2020 and 2023, the city has been on a strong development cycle. The number of major downtown projects has moderated somewhat, but residential activity has steadily increased, which reflects the focus of the City Council and the Planning Commission on expanding housing opportunities. The public can track development activity through online maps, dashboards, bulletins and quarterly performance reports.

The Commission was provided with an overview of ongoing and recently entitled major projects in both the Downtown and BelRed, including developments representing thousands of new housing units and significant commercial space. The projects highlighted included Pinnacle North and South, Park Row adjacent to Downtown Park, and several mixed-use buildings, as well as affordable housing development underway in BelRed and a micro-apartment project currently in review. The downtown projects represent over 6000 dwelling units and about two million square feet of office space.

Assistant Director Nick Whipple added that Wilburton, while not yet reflected on the major projects list due to the recent adoption of the area's Land Use Code amendments, already has two complete development applications representing more than a thousand housing units, along with several additional pre-applications, all of which indicates a strong early interest.

Commissioner Villaveces asked whether any of the recently submitted Wilburton projects are likely to use fee-in-lieu, or if they will provide on-site affordable units. Nick Whipple responded that for the two completed applications to date the combined total is approximately 1067 housing units, including roughly 40 affordable units provided on-site, along with an estimated \$2.8 million in fee-in-lieu contributions across the two projects.

Vice Chair Lu asked whether the charts showing permit volume and valuation were correlated. Rebecca Horner clarified that the first chart depicts the number of applications and issued permits, while the second chart represents the value of those permits. Although the number of major projects has declined, residential permit activity has increased and is driving overall permit volume, reflecting growing small-scale residential investment alongside continued housing development.

Thara Johnson outlined for the Commission the upcoming long-range planning work, noting that the first part of the year is expected to be lighter even though there are several major initiatives underway. The formation of a new citywide community engagement team, which was funded in the most recent budget, will support consistent engagement practices across all departments. The Commission will likely receive an update in early 2026.

Thara Johnson said there are regional and state policy changes that will continue to influence the work of the Commission. The Commission has in the past expressed an interest in being kept up to date in regard to bills before the legislature that affect local planning work. The 2026 legislative session is anticipated to address a number of housing issues. There will also be a big focus on the Climate Commitment Act. It is anticipated that there will be work related to sustainability and growth management, including the designation of Countywide Centers and potential opportunities to seek the designation of another Regional Growth Center in addition to the Downtown. Site eligibility will depend on housing density, transit access, and infrastructure conditions, and staff will monitor the opportunities as the designation work progresses. There are also a number of regional housing monitoring projects that will need to be tracked.

There is Neighborhood Area Planning initiatives that will be on the Commission's work plan. The Eastgate and Factoria initiatives will be moving forward in the Comprehensive Plan amendment process. Two additional neighborhoods will be launched in 2026, Lake Hills and West Lake Sammamish. The annual Comprehensive Plan amendments the Commission will work on include one privately-initiated amendment and several city-initiated amendments, including some minor changes to the Transportation Element. The Electric Grid Capacity Study authorized by the Council and already under way will involve an analysis of the utility and



infrastructure capacity needed to support the projected growth.

With regard to affordable housing, Thara Johnson said the Council provided direction to create an Office of Housing. There are steps being taken internally to affect that, including an organizational study. Implementation of the Affordable Housing Strategy is moving forward and will potentially see adoption by the Council early in 2026. Funding for the Housing Stability Program will be given focus during the year as well. Work to update the multifamily tax exemption code is underway and is focused on increasing housing opportunities.

There are a number of different areas the strategic planning team works on. Many of them do not involve Comprehensive Plan or code amendments will not necessarily come before the Commission, but they touch on the policy work done by the Commission. The list includes Urban Boulevards, the Grand Connection, implementation of the Eastrail Framework Plan, supporting the parks master plan for Airfield Park, BelRed Park, Ashwood Park, and Meydenbauer Park Phase II. Also on the list are planning efforts around Vision Zero and Mobility Implementation Plan updates, as well as the Sustainable Bellevue Plan update, and implementation of the Wilburton Sustainable District, the electric vehicle roadmap, climate resilience, the Energy Smart Eastside program, and federal and state climate grants.

Nick Whipple said another round of Land Use Code amendments will be kicked off in 2026 to implement the policy work associated with recent Comprehensive Plan amendments. The code amendments include the Institutional zone related specifically to Bellevue College; Safe Parking as it relates to the Affordable Housing Strategy update; BelRed; Downtown Livability 2.0; and Housing Opportunities in Mixed Use Areas (HOMA). There are state-mandated updates as well that will be addressed during the year, including parking reform. The state mandates will be packaged into an omnibus code amendment that will include some cleanup and other minor items.

With regard to housing, Nick Whipple said the code changes necessary to implement new legislation will include accessory dwelling unit regulations to allow detached and attached units; middle housing to allow up to six units on single family lots; and the establishment of a pre-approved DADU and the Cottage Housing program.

The BelRed Look Forward LUCA will focus on updating the vision and policies from the 2009 plan. The specific elements will include a broad range of housing; a vibrant economy; a distinctive and sustainable urban form and design that includes a sense of plan with a unique cultural environment; a comprehensive and connected parks and open space system; environment enhancements; and a multimodal transportation system.

### *Bellevue By The Numbers*

Bryce Williams-Tuggle, the city's chief demographer, illustrated how Bellevue's population distribution and racial composition have changed significantly over the past thirty years. In 1990, the city's population was predominantly non-Hispanic white. By 2000 things were starting to change with some neighborhoods becoming more dense and with more diversity in the population. By 2020 Bellevue had become a majority-minority city, with substantial increases in both population density in neighborhoods such as Downtown, and significant diversification across the city as a whole.

The demographer explained that nearly all net population growth since the 1990s has come from individuals born outside the United States. While Bellevue's native-born population has

remained relatively stable, the foreign-born population has steadily increased and now accounts for nearly half of all residents. The largest percentage of Bellevue residents were born in Washington state, but the most recent survey data shows that most foreign-born populations are from India and China, followed by a range of countries across Asia, Europe, and the United States. Currently, nearly three-fifths of Bellevue's residents identify as something other than Non-Hispanic White. Nearly half of the population was born outside of the United States to non-US parents, and over half speak a language other than English at home.

Bryce Williams-Tuggle highlighted Bellevue's neighborhood-level variation. Downtown has become one of the city's most populous neighborhoods in terms of households, though with a lower average household size and lower homeownership rates compared to more established residential areas such as Lake Hills. Conversely, historically single-family neighborhoods show higher homeownership and larger household sizes.

With regard to Bellevue's annexation history, Bryce Williams-Tuggle shared how the city has expanded from a much smaller incorporated area to the present boundaries, most of which were the result of the annexations that occurred between 1960 and 2012.

Deputy Mayor Malakoutian asked if additional annexations are expected. Dr. Kate Nesse explained that a small number of parcels at the southeastern edge of the city have submitted a notice of intent to petition for annexation. Staff are currently working with the property owners to prepare a petition for Council consideration. A separate group of parcels along Lake Washington are not currently assigned to any jurisdiction and they could ultimately be annexed either by Bellevue or Newcastle.

Bryce Williams-Tuggle said Factoria and Eastgate are two neighborhoods that were among the most recently incorporated into the city. Factoria entered the city in multiple stages beginning in 1967. There were incremental additions in 1986 and 1995 and the final annexation occurred in 2002. Eastgate followed an even more gradual path, with initial annexation in 1964, additional annexations during the 1970s and late 1980s, and a final large central portion incorporated only in 2012–2013. There are other neighborhoods that have been part of the city for several decades, and that affects how much time there has been to develop infrastructure, transportation connections, and an established urban fabric.

With regard to employment patterns, it was noted that Bellevue has emerged as a significant independent regional job center. While jobs exist across the city, a substantial proportion, approximately 40 percent, are concentrated in the downtown. The I-90 corridor historically held a large share of employment, but after the departure of Boeing and as many nearby technology office buildings have become largely vacant, employment numbers in that corridor have declined. Bryce Williams-Tuggle emphasized that the job figures reflect primary worksite assignments and do not necessarily indicate the frequency of on-site attendance given the prevalence of remote work.

A number of Bellevue's workers commute to the city for their jobs. Seattle contributes the largest share of commuters, followed by Snohomish County and several Eastside jurisdictions such as Kirkland, Redmond, Sammamish, and Issaquah. An unexpected finding was that Clark County ranks ninth among places where Bellevue workers live; that is likely influenced by remote or hybrid work arrangements. The employment patterns by neighborhood, including Eastgate and Factoria, broadly mirror the citywide trends.

Bryce Williams-Tuggle said Bellevue's median household income is among the highest in the

country and exceeds the typical household incomes in the broader region stretching from Tacoma to Seattle to Bellevue. The disparity has implications for affordability and accessibility of housing near places of employment. Within the Eastside as a whole, there is variation, with some cities reflecting more moderate income levels and others, particularly those with strong concentrations of technology employment, displaying significantly higher median incomes. Sammamish was identified as having both the highest median household income in the United States and the largest observed gender pay gap, a pattern that persists across all industries according to the available data.

The Commissioners were shown a few historic images of downtown Bellevue from the 1980s through the late 2010s to demonstrate the emergence of high-density towers and the evolution of the skyline.

10. APPROVAL OF MINUTES  
(8:30 p.m.)

A. September 24, 2025

A motion to approve the September 24, 2025 minutes was made by Commissioner Ferris. The motion was seconded by Commissioner Goepple and the motion carried unanimously.

11. EXECUTIVE SESSION – None  
(8:31 p.m.)

12. ADJOURNMENT  
(8:31 p.m.)

A motion to adjourn was made by Commissioner Ferris. The motion was seconded by Commissioner Nilchian and the motion carried unanimously.

Chair Khanloo adjourned the meeting at 8:31 p.m.