

**Bellevue City Council Retreat
January 30-31, 2025
Silver Cloud Hotel at Point Ruston, Tacoma, WA
Retreat Report**

Participants:

Councilmembers: Mayor Lynne Robinson, Deputy Mayor Mo Malakoutian (1/30/25 only), Dave Hamilton, Conrad Lee, Jared Nieuwenhuis, John Stokes

Staff: Diane Carlson, Nathan McCommon, Joe Todd, Genesee Adkins, and Charmaine Arredondo

External Facilitators: Carrie Heron and Kara de Maine, Heartwood Collective

Desired Outcomes:

- a. Continue to build effective collaboration among Councilmembers
- b. Celebrate accomplishments and look forward to projects and commitments in the year ahead
- c. Shared understanding of the landscape of the City's funding needs and Council identification of three existing priorities for staff funding analysis in 2025
- d. Review and clarify purpose, staffing, and processes related to Boards & Commissions
- e. Review and clarify the Council's travel guidelines

Thursday, January 30	
9:00 AM	<p>Welcome from Diane Carlson, City Manager Review agenda, expectations & agreements</p> <ul style="list-style-type: none">• Facilitators shared learnings from the council interview that informed the retreat agenda:<ul style="list-style-type: none">○ Retreat outcomes – there was a high level of alignment with the proposed outcomes, plus some additional input○ Building on strengths. There is a lot of agreement that there is a lot of collegiality on the council. The retreat is an opportunity to leverage and build on what's working well.○ Need for clarification/ different perspectives. There are some different perspectives/ understanding/ experiences around issues which will benefit from clarification.○ Big appetite for work/ desire for prioritization. There were some additional topics/ projects that are top of mind for each of you, more than can be discussed at this retreat. And a couple of people suggested taking some time at the retreat to clarify priorities, which we've planned.

	Setting intentions for 2025 <ul style="list-style-type: none"> Councilmembers set leadership intentions for the retreat.
	Look Back on 2024 <ul style="list-style-type: none"> Staff reviewed highlights and accomplishments from 2024. Councilmembers shared what stood out to them as the most impactful accomplishments of the last year.
	Look Forward to 2025: Overview of projects and commitments in the year ahead. <ul style="list-style-type: none"> Staff reviewed budget commitments that will include report outs to Council in the coming year. The group discussed the Council budget workshop that will be held ahead of mid-bi budget process.
12:00 – 1:00 PM	LUNCH BREAK
	Funding Strategy <ul style="list-style-type: none"> Staff shared the context of the planning that needs to occur in the short, medium, and longer-term Councilmembers selected several key investment areas for staff to study/analyze in 2025 Staff outlined revenue sources, and the investment required for them
5:30 PM	Closing <ul style="list-style-type: none"> Identified next steps Council provided reflections on the day and feedback
Friday, January 31	
8:00 AM	Welcome back <ul style="list-style-type: none"> Review agenda Overnight reflections check-in
	Clarify the Council's travel guidelines <ul style="list-style-type: none"> Staff provided introductory context for the discussion, including a recommendation around travel guidelines.

	<ul style="list-style-type: none"> • Council provided direction on how travel funds would be allocated for 2025, specific guidelines including decision-making, and how the council will provide reporting out on travel.
	City Council Appointed Boards & Commissions <ul style="list-style-type: none"> • Staff provided context for the discussion, including data on the current levels of staff support for boards and commissions
12:00 – 1:00 PM	LUNCH BREAK
	City Council Appointed Boards & Commissions discussion cont'd <ul style="list-style-type: none"> • The Council deliberated on the criteria used for appointments and reappointments • Councilmembers showed interest in modifying the City Code to require a break in service after a member serves the maximum terms, prior to being considered for appointment to a separate board or commission. <ul style="list-style-type: none"> ○ Staff will return to a future regular council meeting with potential amendments to the City Code for discussion and direction.
	Closing remarks <ul style="list-style-type: none"> • Councilmembers and staff reflected on the achieved outcomes of the retreat and observations about the work ahead
2:45 PM	Retreat Adjourned