



2026 Tacoma City Council Retreat

-Agenda-

Date: February 20, 2026

Time: 8:00 AM – 4:00 PM

Location: University of Puget Sound – Tahoma Room

Attire: Tacoma swag encouraged

Food & Beverage: Breakfast, coffee/ beverage service, lunch, and afternoon snacks provided

8:00 – 8:30 AM | Arrival & Breakfast

8:30 – 9:15 AM | Welcome & Introductions

- Welcome to UPS from President Crawford
- Icebreaker activity
- Working style assessment and discussion (DiSC)

9:15 – 10:15 AM | Context Setting

- 2025 Highlights Review
- Tacoma 2025 Ten-Year Synopsis
- Revenue Strategy/ Structural Deficit Recap

10:15 – 10:30 AM | Break

10:30 AM – 11:30 PM | Theory of Action

- Discussion: What levers of change matter most?
 - Best practices/case studies from other cities
 - Translating Tacoma 2035 values into council processes
 - Strategies for change (Sectors, key actions, 4 Ps, etc.)
 - Role of Measurement



11:30 – 12:15 PM | Priority Setting 1

- Establish problem statement/ benefits of identifying **2-3 top-tier shared priorities** for 2026
- CMs share results of Council Priority Template exercise
- Inventory and group combined prioritized actions

12:15 – 1:00 PM | Lunch

1:00 – 2:30 PM | Priority Setting 2

- Identify **2-3 top-tier shared priorities** for 2026
 - Screening considerations include, but are not limited to:
 - Alignment to theory of action
 - Budget feasibility
- Discuss pathways for other individual or shared priorities (Partnerships, Policy, Platform)

2:30 – 2:45 PM | Break

2:45 – 3:45 PM | Accountability & Next Steps

- Committee alignment discussion for ongoing accountability
- Plan for follow-up discussions, as needed (study sessions, etc.)
- Outline next steps for top priorities: timelines, communications, etc.
- Discuss approach for community engagement and feedback on priorities

3:45 – 4:00 PM | Closing Reflections

- Summary of learnings from the day
- Confirm follow-up actions

Pre-Retreat Preparation

- Council members complete **Council Priority Template** (to be provided)
- Council members complete **DiSC worksheet** (to be provided)