

City of Tacoma Operational Strategy and Administrative Committee (OSAC) Minutes

1/29/2026 | 10:00 AM 747 Market Street, Tacoma, WA 98402, Conference Room 243

Call to Order

The special meeting was called to order at 10:01 AM by Chair Ibsen .

Roll Call

Committee Members Present: Chair Ibsen , Committee Member Bushnell, Committee Member Scott, and Vice Chair Walker.

Committee Members Absent: None.

Welcome and Opening Remarks

Chair Ibsen opened the meeting and provided a key topic summary of the previous meeting.

Briefing Item 26-00065: City Manager Recruitment: Reviewing Interview Panelists

Presented by Human Resources Assistant Director Cheryl Bidleman and Human Resources Manager Keith Gulley.

Key Discussion Points:

- **Nomination Process:** Each OSAC member will nominate five candidates for the interview panel. OSAC will then consolidate these recommendations into a primary pool of 20 names.
- **Timeline:** HR will present the recommended candidates during the February 3rd Study Session for Council review, with formal confirmation scheduled for the Council's evening session.
- **Selection Criteria:** Panelist selection should be evaluated based on the following priorities:
 - **Demographic Diversity:** Ensuring meaningful youth representation.
 - **Local Residency & Stakeholdership:** Prioritizing individuals who live, work, or are deeply invested in the Tacoma community.

- **Geographic Equity:** Achieving a balanced distribution across all Council districts.
- **Subject Matter Expertise:** Identifying candidates with overlapping skill sets and diverse sector backgrounds (e.g., Human Services, Education).

OSAC’s Final List of City Manager Interview Panelist Recommendations:

<u>Primary</u>	<u>Alternate</u> (to replace primary panelists who may be unavailable)
Andrea Reay Dr. Anna Jensen Carol Mitchell Elizabeth Bonbright Emily Hall Erika Tucci Jason Gauthier Jasmyn Jefferson Kathi Littmann Katie Condit Dr. Lin Zhou Lua Pritchard Malando Redeemer Nathe Lawver Nicholas Carr Sarah Cherin Sally Perkins Dr. Tafona Ervin Treveon Parish Troy Christensen	Andrea Haug Bryan Flint Kimberly Keith Nadia Van Atter Riya Richardson

Public Comment

Public comment was made available. No members of the public requested to speak.

Action Items:

MOTION: Vice Chair Walker moved to direct HR Staff to draft a finalized list of names for panelists as discussed, to include primary panelists and alternates with the assurance that a youth seat will be retained to forward to the full council for approval on Feb. 3rd.

SECONDED BY: Committee Member Bushnell

ACTION: Voice vote was taken and carried. The motion was declared adopted.

Adjournment

There being no further business, the special meeting adjourned at 10:26 AM.

MOTION: Committee Member Bushnell moved to adjourn.

SECONDED BY: Vice Chair Walker

ACTION: Voice vote was taken and carried. The motion was declared adopted.

Minutes prepared by: Ben Thurgood

Date: 2/9/2026



X Chair Ibsen



X Executive Liaison Ben Thurgood