



Meeting Location:
216 Prospect Street
Port Orchard, WA 98366

Contact us:
Phone (360) 876-4407
Email cityhall@portorchardwa.gov
www.portorchardwa.gov

**City Council
Special Meeting
Tuesday, August 4, 2026
5:00 PM**

Pursuant to the Open Public Meetings Act, Chapter 42.30 RCW, the City Council is conducting its public meeting in a hybrid format with options for in-person attendance in the Council Chambers at City Hall or remote viewing and participation via Zoom (link below). The meeting is streamed live on the City's Website (Meeting Management) click [here](#) and/or YouTube click [here](#).

Remote Access

Link: <https://us02web.zoom.us/j/88401125543>
Zoom Meeting ID: 884 0112 5543
Zoom Call-In: 1 253 215 8782

- 1. Call to Order**
- 2. Council Interviews**
 - A.** Preparation
 - B.** 5:15pm Paul Fontenot
 - C.** 5:50pm Wayne Wright
 - D.** 6:25pm Jewel Shepherd-Sampson
 - E.** 7:00pm Tiffany Mitchell
- 3. Adjournment**

ADA Requirements

In compliance with the American with Disabilities Act, if you need accommodations to participate in this meeting, please contact the City Clerk's office at (360) 876-4407. Notification at least 48 hours in advance of meeting will enable the City to make arrangements to assure accessibility to this meeting.

Reminders:

Silence all electronic devices while City Council is in session.

To subscribe to our general news & public notices, contact Councilmembers, and Committee Membership visit the City's website at portorchardwa.gov.



City of Port Orchard
216 Prospect Street, Port Orchard, WA 98366
(360) 876-4407 • FAX (360) 895-9029

Agenda Staff Report

Council 2.B. 5:15pm Paul Fontenot

Interviews:

Meeting Date: August 4, 2026

Presenter: John Morrissey, Councilmember Position No. 2

Summary and Background:

See the attached documents that were submitted.

Relationship to Comprehensive Plan: N/A

Recommendation: N/A

Motion for Consideration:

Has item been presented to Committee/Work Study? No

If so, which one:

Fiscal Impact: N/A

Alternatives: N/A

Attachments:

1. Paul Fontenot

To the Port Orchard City Council and whom else it may concern,

I have lived in Port Orchard for the majority of my life. I was born and raised here to a family that has lived in Port Orchard since the late 1970s and graduated from South Kitsap High School in 2015. I went on to pursue higher education, first at the University of Hawaii at Hilo where I obtained a bachelor's degree in World History with certificates in International Politics and Spanish Language for Careers. I also completed a study abroad program in 2017 and 2018 where I spent 11 months in Chile. This experience solidified my fluency in Spanish as well as gave me a cross-cultural perspective that I have taken with me through all aspects of my life since. More recently, in pursuit of a career in education, I completed an accelerated Master of Arts of Teaching from Seattle Pacific University. In that process, I was accepted into the Martinez Fellowship's Cohort 17, a fellowship supporting BIPOC teachers with resources and community. It is fair to say that much of my adult life has included social, cultural, and political work and education.

Since returning to the area in 2020, I have shown much dedication to serving and bettering my community. I was appointed to the City's Planning Commission in 2022 after discovering the ways in which I could meaningfully contribute to the future of the city. I also served as a planning intern for the city for several months in 2023. These experiences introduced to me the complexities of the issues facing the city today. It also showed me that Port Orchard has the potential to become a model city in a challenging and uncertain future. I extensively contributed to the 2024 Port Orchard comprehensive plan, experiencing several public hearings and workshops. I participated with the city's booth at the farmer's market, interacting with the public both to convey information and gauge public opinion. In my time as a planning intern, I also participated directly with the plot and building design and approval process and made myself familiar with the Port Orchard Municipal Code.

If selected to serve on the City Council, I will bring the same dedication and desire to contribute that I have brought into all aspects of my life. I will consider with careful diligence every issue and piece of legislation brought before me. Additionally, as a younger person, a renter, and a person of color, I will bring a perspective I feel has been underrepresented within city government. In my service, I hope to make my hometown a more prosperous, more equitable, and genuinely better place to live and work, as I believe should be the goal of any public servant.

Thank you for your consideration,

Paul Edward Fontenot

Paul Edward Fontenot

+1 (360) 731-4051
622 Kitsap St, Port Orchard, WA 98366
pefontenot@outlook.com

Work History

- 08/25—06/26 **Student Teaching Internship, Cedar Heights Middle School – Port Orchard, WA**
Completed a year-long internship in a middle school 8th grade US history and 6th grade leadership class. Gained much experience lesson planning, grading, family engagement, and working with MLL students. Have extensive experience using **Skyward/Qmlative, Lightspeed, ParentSquare and Google Classroom.**
- 04/22—Present **Emergency Substitute Instructor, South Kitsap School District – Port Orchard, WA**
Currently employed. Have developed experience in an ever-changing environment across multiple different subjects including Spanish Language and Natural Science. Have given instruction at all grade levels including college-level coursework.
- 8/18---5/20 **Spanish Language Tutor, University of Hawaii Hilo – Hilo, HI**
Worked for the Spanish Language Department at the University of Hawaii at Hilo tutoring students outside of class time in their coursework and improving their conversational Spanish and Spanish grammar skills.

Education and Certification

- 06/25—08/26 **AMAT History/Social Studies Endorsement, Seattle Pacific University – (anticipated) Seattle, WA**
Completed a master's in teaching with an endorsement in History and Social Studies. Through coursework have developed skills in classroom management, lesson planning, and professional collaboration. Have gained unique and valuable experience through a yearlong internship program at the middle school level.
- 08/15—05/20 **BA of World History, University of Hawaii Hilo – Hilo, HI**
Completed a degree in World History with a specialization in US foreign policy during the Cold War. Also obtained a certificate in **International Politics** and a certificate in **Spanish Language for Careers**. Graduated May 2020.

Extracurricular Experience

- 08/25---Present **Martinez Fellowship Program, Technology Access Foundation – WA**
Currently a member of the fellowship to support BIPOC teachers in community development as well as career skills. Have participated in several seminars and gatherings to that effect.
- 7/22---Present **City of Port Orchard Planning Commission, City of Port Orchard – Port Orchard, WA**
Participated as a member of the Port Orchard City Planning Commission reviewing policy proposals as well as public goals including the 2024 City of Port Orchard Comprehensive Plan.
- 8/18---5/20 **Center for Global Exchange, University of Hawaii Hilo – Hilo, HI**
Volunteered with the Center for Global Exchange providing information for students preparing to study abroad and providing information to foreign exchange students finding their way in the United States.

Languages

- Spanish 2018- Present **Fluent with 8 Years' Experience, Pontificia Universidad Catolica de Valparaiso/University of Hawaii Hilo**
Is fluent in Spanish through living in Valparaiso, Chile for a year along with one year's study through college-level courses. Able to communicate viably with a native speaker.

References

- Jim Fisk **Principal Planner, City of Port Orchard-Port Orchard, WA**
jfisk@portorchardwa.gov
(360) 801-6122
- Jim Horan **US History/Physical Education Teacher, Cedar Heights Middle School-Port Orchard, WA**
horan@skschools.org
(360) 990-4392
- Karen Kennedy **Supervisor, Seattle Pacific University, Seattle, WA**
kennedykm@psd401.net
(253) 906-7833

Supplemental Questions

Port Orchard City Council Position No. 5

Paul Edward Fontenot

1. Why are you interested in serving on the City Council and what do you hope to accomplish?

Having been born and raised in Port Orchard, I have a vested interest in seeing this city thrive. It is my home and I have seen it undergo many changes in my life. I would like the opportunity to help make sure that Port Orchard develops in the right direction. I hope that through my service, I can help enact change that makes Port Orchard a better place to live, work, learn and recreate. I think the betterment of society in a meaningful way should be the goal of any public official.

2. Describe the strengths and experiences you would bring to the Council.

Throughout my life I have grown to be a very socially and politically aware member of society. I graduated from the University of Hawaii at Hilo with a bachelor's degree in World History with a certificate in international politics and another in Spanish Language for Careers. Just this last June, I graduated from Seattle Pacific University with a master's degree in teaching. I have also been on the Port Orchard City Planning Commission and have much knowledge and experience in the goings-on of the issues facing the Council and the city at large currently. I have a strong dedication to bettering myself and my community. Additionally, I bring a unique perspective into the council. As someone under 30 years old and a renter, I share the experience of the city's youth and working class and the struggles we continue to face. Lately, my friends and I have been working to build a community organization in South Kitsap to address those very issues and create a stronger sense of community among the people of the region.

3. What do you think are the most pressing issues currently before the Council and why?

The most pressing issues facing the Council today are with regards to housing and that by a large margin. The city has done much work to address the housing shortage over the past few years. I have seen it come to the planning commission on several occasions. In company with the state, there have been code amendments, development approvals, and more recently efforts to simplify the application and approval processes to encourage developers to increase housing supply. I think the recent McCormick Village development has been a particularly promising addition to that housing. However, demand is increasing at such a rate that it will take a large and diverse set of policy measures to meet the moment. I believe the increase in demand is a good thing. It means that more people want to live and participate in life in Port Orchard. Meeting the housing needs of the increasing population is a great opportunity to form the future of Port Orchard into an equitable modern city.

4. Describe your community involvement; include your role and dates of service.

- Martinez Fellowship Member, Cohort 17: a fellowship program to build and support a community of BIPOC teachers in the field of education. 06/2025-Current
- Port Orchard Planning Commission, Commissioner: 2023-Current
- Resistance in Progress Community Cooperative, Steward: Built from the ground up a community cooperative looking to provide for the needs of the South Kitsap community and build a strong sense of community along with it. 02/2026-Current.
- University of Hawaii at Hilo Center for Global Exchange, Contributor: Assisted in integrating a foreign exchange student to the goings-on of university life in the United States. 08/2018-05/2020.



City of Port Orchard

216 Prospect Street, Port Orchard, WA 98366
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Agenda Staff Report

Council 2.C. 5:50pm Wayne Wright

Interviews:

Meeting Date: August 4, 2026

Presenter: John Morrissey, Councilmember Position No. 2

Summary and Background:

See the attached documents that were submitted.

Relationship to Comprehensive Plan: N/A

Recommendation: N/A

Motion for Consideration:

Has item been presented to Committee/Work Study? No

If so, which one:

Fiscal Impact: N/A

Alternatives: N/A

Attachments:

1. Wayne Wright

FROM THE
DESK OF
WAYNE S.
WRIGHT

RECEIVED
JUL 06 2026
CITY OF PORT ORCHARD
CITY CLERK'S OFFICE

July 6, 2026

Port Orchard City Council
Councilmember Recruitment
Attn: City Clerk
216 Prospect Street
Port Orchard, WA 98366

Dear Ms. Wallace

Please accept this letter of interest presenting my qualifications as an applicant for the vacant Port Orchard City Councilmember position.

I have lived in the South Kitsap community since 1985. My bride of 45 years and I have raised our children in this community, and we have enjoyed longstanding and deep relationships throughout our time here. We moved to McCormick Woods communities in 2018 and continue to thoroughly enjoy our life in Port Orchard. I am a registered voter residing in Port Orchard. I have never been accused of, or convicted of, a felony offense.

My professional resume is attached along with my response to the supplemental questions. Here are a few highlights of my life in South Kitsap/Port Orchard.

1. We have been and remain active members of the First Lutheran Community Church since arriving in Kitsap County. I have served as youth leader, lay preacher, Church Council President, and a variety of committee assignments and volunteer activities over the years.
2. I joined the Port Orchard Rotary Club in 2002 and was a member until 2025. During that time, I had the privilege of participating in numerous community projects and fundraising activities that benefited the greater Port Orchard area. Some key projects include the Port Orchard Roundabout at Bay Street, Library Sitting Park, Givens Park, South Kitsap Southern Little League Park, South Kitsap Regional Park and many others. Giving back to the community is important to me.
3. Although my children are adults now, when they were in public school, I volunteered time to visit their elementary school (South Colby) to share my knowledge of

Letter of Interest from Wayne S. Wright regarding Councilmember Recruitment 2026

fisheries and wetlands science. We explored salmon anatomy, incubated eggs to alevins and fry, and we built a small demonstration wetland.

4. I coached several teams in local youth sports leagues for over 16 years (ending in 2004) including baseball, basketball, and soccer. I'm still greeted by kids I coached with a "Hi Coach Wayne!" even they now are adults.

5. I have worked in the area since 1985, beginning with FishPro, Inc., then onto my own company - Applied Environmental Services, Inc. - then to GeoEngineers, Inc. I have worked as a consultant at Port Orchard, Kitsap County, the US Naval Shipyard, US Naval Base Bangor and have partnered with almost every local firm providing surveying, engineering, planning, and technical support services.

6. It has been my pleasure to work with the McCormick Woods Community Life Committee and provide "walks in the woods" to the McCormick Woods community residents. On a quarterly basis I lead short (2-3 mile) hikes along the trail system within McCormick Woods. We share knowledge of native plants, local wildlife, hydrology, forestry, land development, wetland function, and whatever questions the participants have. I help the committee with many of the planned community events such as concerts on the green, bingo night, trivia night, etc.

7. I currently serve on the Port Orchard Planning Commission. Thus far during my time on the Commission, we have completed updates to the Comprehensive Plan, Critical Areas Ordinance, and reviewed a wide variety of other local planning documents/ordinances. I realize if I am selected as a City Councilmember, I would relinquish my Planning Commission position.

Serving on City Council requires attendance at meetings and preparation. I am prepared to participate actively as a Port Orchard City Councilmember. I am aware of the amount of technical detail that comes before the council and will be prepared to discuss topics openly and in executive session. Maintaining a prosperous, safe, harmonious, thriving community is my absolute prayer for Port Orchard.

Also, in the spirit of full disclosure, I have personal relationships with John Morrissey (a friend through past Rotary/social activities) plus Jay Rosapepe and Eric Worden (friends and neighbors in McCormick Woods). I have known the Mayor (for many years through Rotary) as well. I met the entire City council at a recent McCormick Woods public event and was able to have short discussions with each of them.

Please let me know if there are any questions. I can be reached at 360-265-1340 or ws1340@gmail.com. I can provide personal references if desired.

Sincerely,



Wayne S. Wright

Wayne Wright, PWS, FP-C

Principal Scientist

Professional Resume

Beginning in 1977 and through 1982, Wayne worked as a technician for the US Army - Forestry, Fish & Wildlife Division at Joint Base Lewis McCord where duties included forest fire fighting, vegetation management, wildlife surveys, and other assigned tasks. Since that time, his capabilities have achieved expert status and range from site specific natural resource inventory to investigating project impacts, usually resulting in preparation of comprehensive technical documents used for design and permitting purposes.

Wayne has authored Environmental Impact Statements, Biological Assessments, Environmental Assessments, Biological Opinions, and a host of supporting technical documents. He has extensive experience negotiating permit conditions with tribes and regulatory agencies and has worked closely with federal agencies and local governments throughout the Pacific Northwest and internationally, addressing issues of development impact assessment, aquatic habitat restoration, riparian habitat, sediment quality, and water quality, and inter-agency coordination to successfully permit a wide variety of projects. Wayne specializes in habitat design development that accommodates environmentally sensitive areas and effectively mitigates unavoidable impacts. With a focus toward aquatic habitats, he is comfortable working in any aquatic environment (shorelines, estuaries, rivers, streams and wetlands).

Salmon (and other species listed for recovery) have become a focal point for Wayne's work over the past 20 years. Culvert replacement and other aquatic habitat restoration projects a specialty and passion of Wayne's work. His work has represented clients from single family homeowners to local government (cities and counties), state government, mining companies, federal agencies, Tribes, industrial clients, Ports, Conservation and Irrigation Districts, plus non-profit organizations. Wayne's work included international assignments in Canada and Chile.

Wayne retired in 2021 but remains active on several projects as an independent contractor.

HIGHER EDUCATION

Bachelor of Science, University of Washington, Seattle, Washington, 1982

Master of Science, University of Washington, Seattle, Washington, 1985

REGISTRATIONS

Professional Wetland Scientist #513, Society of Wetland Scientists Certified Fisheries Professional #3371, American Fisheries Society
Certified Erosion and Sediment Control Lead (expired), WA State Dept. of Ecology

EMPLOYMENT HISTORY

US Army Civil Servant – Fort Lewis WA 1977 – 1982

Core Responsibilities: Working for the Forestry, Fish & Wildlife Division on Fort Lewis over the summer months focused on wildfire management, wildlife surveys, and fish habitat enhancements. Specific training was provided for dangerous firefighting conditions, equipment use and maintenance, safety, and crew management. Wayne also received training and experience with fish and wildlife habitat design and construction. His notable accomplishments were creation of an artificial reef at Solo Point in Puget Sound, Chambers Lake restoration, wetland creation at several locations on post, and stream restoration. Through these projects, Wayne learned to plan, design, and permit projects as well as operate heavy machinery such as excavators, bull dozers, and backhoes to construct the finished product.

University of Washington Seattle WA 1979 – 1981

Teaching Assistant/Research Assistant

Core Responsibilities: Supported Professors in various classes focused on fisheries and shellfish science. Served as a primary tour guide for the salmon hatchery at the University for visiting groups ranging from kindergarten classes to international delegations. Also served as Fish Club President during this time.

Seattle City Light Seattle WA 1981-1984

Environmental Analyst Intern

Core Responsibilities: Assisted senior staff with various studies and evaluations of hydroelectric impacts on aquatic and terrestrial habitat. Investigated new hydroelectric power producing opportunities (5-20MW) in the Skagit and Tolt watersheds. Performed population analyses on salmonid species and evaluated response of salmonids to increases and decreases in river flow at varying ramping rates. Conducted Instream Flow Incremental Analysis to quantify available fish habitat by species in varying flow volumes. Performed detailed review of mathematical calculations to check for computer accuracy. Assisted with interagency negotiations to establish minimum instream flows for hydroelectric operations on the Skagit and Tolt rivers.

FishPro, Inc. Port Orchard WA 1985 – 1992

Staff Scientist promoted to Environmental Division Manager

Core Responsibilities: As a staff scientist, he performed basic field studies and office tasks to report on environmental conditions present at various locations throughout the Pacific Northwest. Performed fish hatchery assessments for efficiency improvement and design support. Performed a wide variety of permitting tasks associated with aquatic resources and impact mitigation for various projects. As Environmental Division Manager, responsibilities evolved to include marketing and contracting, staff management, mentoring, strategic planning, budgeting, and development of expert status as a scientist. Managed teams of up to 20 staff.

Applied Environmental Services, Inc. Port Orchard WA 1992 – 2003

Vice President and Principal Scientist

Core Responsibilities: As Vice President, perform strategic planning, contracting, marketing, legal review of all contracts with attorneys, facility management and staff management. As Principal Scientist, performed expert level consulting services for a wide variety of clients focused mainly on aquatic resource management, permitting, project impact mitigation, reporting, expert witness services, and technical review of report products prepared by staff on behalf of the company. Managed teams of up to 50 professionals.

GeoEngineers, Inc. Port Orchard and Tacoma WA 2003 – 2016

Principal Scientist

Core Responsibilities: Performed expert level consulting services to a wide variety of clients focused mainly on aquatic resource management, permitting, project impact mitigation, reporting, expert witness services, and technical review of report products prepared by staff on behalf of the company. Responsible for generation of at least \$500,000 in contract services each year and managing these contracts to successful completion. Compiled project teams, prepared technical proposals with detailed cost estimates, participated in competitive contract interviews to achieve the revenue objectives. Served on the national Board of Directors for the American Water Resources Association and was active in several professional associations including Association of Conservation Engineers, Society of American Military Engineers, American Fisheries Society, Society of Wetland Scientists, American Public Works Association, North American Lake Management Society, and Floodplain Management Association. Prepared technical papers and presented frequently at many local, regional and national conferences.

Principal Scientist

Core Responsibilities: Performed expert level consulting services to a wide variety of clients focused mainly on aquatic resource management, permitting, project impact mitigation, reporting, expert witness services, and technical review of report products prepared by staff on behalf of the company. Responsible for generation of at least \$1,000,000 in contract services each year and managing these contracts to successful completion. Complied project teams, prepared technical proposals with detailed cost estimates, participated in competitive contract interviews to achieve the revenue objectives. Was instrumental in developing Stantec's Design/Build program focused on fish passage (culvert) replacements throughout Washington state.

Response to Supplemental Questions by Wayne S. Wright

Port Orchard City Council Position No. 5

Submittal Deadline: Thursday, July 9, 2026, 4:30 p.m.

Please respond to the following supplemental questions regarding your interest in the position of Councilmember for the City of Port Orchard.

1. Why are you interested in serving on the City Council and what do you hope to accomplish?

I serve on the Planning Commission now and have a good understanding of what is required of City Council. I have also been a technical consultant to many cities over my professional work and have experienced many city council meetings across WA state. My interest is to represent the community of Port Orchard to promote safety, prosperity, fiscal responsibility, wise growth, and a secure future. I hope to work with the City Council and Mayor to achieve each of these.

2. Describe the strengths and experience you would bring to the Council.

Knowledge of Port Orchard – I have lived and worked in and around Port Orchard for since 1985.

Relationships – I have worked with Port Orchard leadership, the McCormick Woods community, Rotary, Churches, and many local businesses.

Professional training - in contracts, work plan development, budgeting, negotiation, technical writing, strategic planning.

Teamwork – respecting other viewpoints and building common vision with tasks or challenges is important to accomplishing the desired objectives.

3. What do you think are the most pressing issues currently before the Council and why?

Growth/Traffic Management/Infrastructure – our roads and infrastructure cannot accommodate the population we currently have. Planned improvements will place stress on the community across the board. Planning, timing, and communication will be critical in the next several years.

Business support/Image – Recent news articles about business support by the city has been negative and there is a negative image in many minds about how the city supports business and promotes business success. Published responses have not alleviated concerns felt in the community.

4. Describe your community involvement; include your role and dates of service.

See letter of interest.

Port Orchard Planning Commission 2023 - current

First Lutheran Community Church 1985 - current

McCormick Woods Community Life Committee and Walks-in-the-Woods Leader 2018 – current

Port Orchard Rotary 2002 – 2025

Youth Sports Coach 1990 – 2004

Elementary School Volunteer 1995 - 2001



City of Port Orchard
216 Prospect Street, Port Orchard, WA 98366
(360) 876-4407 • FAX (360) 895-9029

Agenda Staff Report

Council 2.D. 6:25pm Jewel Shepherd-Sampson
Interviews:
Meeting Date: August 4, 2026
Presenter: John Morrissey, Councilmember Position No. 2

Summary and Background:

See the attached documents that were submitted.

Relationship to Comprehensive Plan: N/A

Recommendation: N/A

Motion for Consideration:

Has item been presented to Committee/Work Study? No
If so, which one:

Fiscal Impact: N/A

Alternatives: N/A

Attachments:

1. Jewel Shepherd-Sampson

Letter of Interest

July 9, 2026

Dear Mayor Putaansuu and Members of the Port Orchard City Council,

Please accept my application for appointment to Port Orchard City Council Position No. 5.

As a lifelong advocate for community engagement and public service, I believe local government has the greatest opportunity to improve people's daily lives. Port Orchard is experiencing tremendous growth, and with that growth comes important decisions regarding public safety, infrastructure, housing, economic development, and maintaining the quality of life that makes our city special. I am excited about the opportunity to help guide those decisions through thoughtful, collaborative leadership.

Throughout my career, I have founded and led community organizations, built partnerships across sectors, coordinated volunteers, and worked alongside local governments, schools, nonprofits, and residents to solve community challenges. My service on the Port Orchard Police Advisory Board has strengthened my understanding of municipal government and reinforced the importance of transparency, accountability, and community trust in public institutions.

My leadership style begins with listening. I value respectful dialogue, careful review of the facts, and collaboration, even when perspectives differ. With a background in nonprofit leadership and civic engagement, I am committed to representing all Port Orchard residents and making decisions that serve the best interests of the community as a whole.

If appointed, I will be a prepared, accessible, and thoughtful councilmember who prioritizes fiscal responsibility, public safety, responsible growth, infrastructure, and meaningful public engagement. I believe the best local governments are those that build trust by communicating openly, making informed decisions, and remaining responsive to the people they serve.

Thank you for your consideration. I would be honored to serve the residents of Port Orchard and appreciate the opportunity to interview with the Council.

Respectfully,



Jewel Shepherd-Sampson

Jewel Shepherd-Sampson

Executive Director | Youth Leadership & Community Advocacy | Civic & DEI Leadership

(360) 990-3372 | jewel_shepherd@hotmail.com | Port Orchard / Kitsap County, WA |

Professional Summary

Community leader and nonprofit executive with a demonstrated record of building partnerships, leading organizations, and bringing diverse stakeholders together to solve local challenges. Experienced in public engagement, strategic planning, volunteer management, and collaborative leadership with a deep commitment to the Port Orchard community. Brings firsthand experience serving on the Port Orchard Police Advisory Board, working alongside local governments, nonprofits, schools, and community organizations to improve public safety, youth engagement, and civic participation. Known for thoughtful decision-making, transparency, and finding practical solutions that serve the entire community.

Core Competencies

- Nonprofit Leadership & Governance
- Youth Mentorship & Leadership Development
- Community Advocacy & Civic Engagement
- Program Planning & Implementation
- Public Speaking & Facilitation
- Partnership Development
- Event Coordination & Outreach
- Volunteer & Mentor Coordination
- Cultural Education & Equity-Centered Programming
- Grant-Funded Program Support
- Civic Organizing & Grassroots Engagement
- Diversity, Equity & Inclusion Committee Leadership

Professional Experience

Kitsap Black Student Union — Executive Director / Founder
Port Orchard / Kitsap County, WA | July 2022–Present

- Founded and led a local nonprofit organization focused on creating safe spaces for students to celebrate culture, preserve history, build leadership skills, and engage in community advocacy.
- Mentor youth from middle school through college, supporting confidence, civic voice, identity development, and leadership readiness.
- Develop and coordinate youth-led initiatives in social justice, climate justice, cultural awareness, financial literacy, public speaking, environmental justice, and community service.
- Build relationships with families, schools, community partners, volunteers, and local supporters to strengthen programming and expand student access to resources.
- Plan and facilitate workshops, cultural events, youth gatherings, and community conversations that amplify student voices and promote belonging.
- Support nonprofit operations including outreach, communications, volunteer coordination, program scheduling, and resource development.
- Represent the organization in community settings and collaborate with regional partners to advance youth empowerment and inclusive engagement.

Kitsap County Democrats — Vice Chair; DEI Committee Chair; State Member

Representative, Legislative District 26

Kitsap County, WA | Feb 2026- present

- Serve in county-level civic leadership roles supporting party operations, member engagement, community outreach, and inclusive participation across Kitsap County.
- Chair the Diversity, Equity, and Inclusion Committee, helping guide equity-centered practices, outreach strategies, and inclusive engagement within the organization.
- Represent Legislative District 26 as a State Member Representative, elevating local priorities and supporting communication between district members and state-level Democratic Party structures.
- Collaborate with volunteers, committee members, elected leaders, candidates, and community stakeholders to advance civic participation and strengthen grassroots organizing.
- Support meeting facilitation, committee coordination, agenda development, member communication, and strategic planning for civic engagement initiatives.

Selected Accomplishments

- Established Kitsap Black Student Union as a Washington nonprofit organization serving youth development, education, community improvement, and arts and culture needs in Kitsap County.
- Helped create regional programming that connects students across Bremerton, Port Orchard, Silverdale/Central Kitsap, Poulsbo/North Kitsap, and Bainbridge Island.
- Led programming designed to empower BIPOC youth leadership through mentoring, community service, cultural learning, and social justice initiatives.
- Coordinated public-facing cultural and educational events, including youth rallies, arts programming, community workshops, and student-centered gatherings.
- Contributed to community visibility for youth advocacy and culturally responsive education in Kitsap County.

Community Leadership

- Advocate for youth voice, equity, cultural pride, and inclusive civic participation across Kitsap County.
- Facilitate intergenerational spaces where students, families, educators, mentors, and community partners collaborate around student success.
- Serve with the City of Port Orchard Police Advisory Board, supporting community-informed dialogue around public safety, accountability, communication, and trust-building between residents and law enforcement.
- Promote leadership development rooted in service, accountability, cultural awareness, and community responsibility.
- Serve under community leadership with the Puget Sound Regional Council Equity Advisory Committee, contributing to regional equity-centered planning and policy conversations; participated in work recognized with the 2024 Washington Governor's Smart Communities Award for advancing equity in transportation funding and community planning.

Education & Professional Development

Bachelor of Science Information Technology & Administrative Management
Central Washington University, June 2015

Associate in Arts
Olympic College, August 2013

Associate in Technical Arts Business Management
Olympic College, December 2012

Associate in Technical Arts Cosmetology
Olympic College, June 2009

Business Experience

House of Glam — Owner / Operator
Port Orchard, WA | 2013 to present

Own and operate a self-managed beauty and personal care business serving clients across Kitsap County and beyond for over 10 years.

- Manage day-to-day business operations, client scheduling, customer service, service delivery, inventory needs, and brand presentation.
- Build and maintain client relationships through professional communication, reliable service, and welcoming customer experience.
- Support marketing and community visibility through word-of-mouth promotion, local networking, and consistent brand engagement.
- Apply entrepreneurial skills in budgeting, time management, problem-solving, business planning, and customer retention.

References

Available upon request.

Supplemental Questions

Port Orchard City Council Position No. 5

Submittal Deadline: Thursday, July 9, 2026, 4:30 p.m.

Please respond to the following supplemental questions regarding your interest in the position of Councilmember for the City of Port Orchard.

1. Why are you interested in serving on the City Council and what do you hope to accomplish?

I am interested in serving on the Port Orchard City Council because I believe in civic duty, responsibility, and the importance of active community engagement. Over the years, I have come to understand that community service alone is not enough; true representation requires listening to people, understanding their needs, and helping restore trust in the public process.

Many residents have lost faith in government and in those who claim to represent them. I want to help rebuild that trust by being accessible, transparent, and accountable. My goal is to listen carefully to residents' concerns, bring their voices into the decision-making process, and work toward practical solutions that strengthen Port Orchard for everyone. If selected, I hope to encourage greater community engagement, support responsible decision-making, and help ensure that residents feel heard, respected, and represented by their City Council.

2. Describe the strengths and experience you would bring to the Council.

I would bring a strong sense of civic responsibility, integrity, and a commitment to listening to the people of Port Orchard. I believe effective leadership begins with humility, accountability, and a willingness to hear different perspectives before making decisions. My strength is in connecting with people, listening carefully to their concerns, and approaching issues with fairness and common sense.

As a Washington State resident and community member, I understand the importance of public service and the responsibility that comes with representing others. I would bring the perspective of someone who values transparency, respectful communication, teamwork, and practical problem-solving. I believe that good decisions are made when people are willing to work together, share ideas, and remain focused on what is best for the community as a whole. While I do not know everything, I am committed to learning, asking thoughtful questions, and making decisions that reflect both residents' immediate needs and the city's long-term well-being.

I would also bring a passion for rebuilding trust between residents and local government. Many people feel disconnected from the process, and I believe Councilmembers have a responsibility to be accessible, engaged, and responsive. If appointed, I would work to ensure that community voices are heard and that decisions are made with care, honesty, and respect for the people who live and work in Port Orchard.

3. What do you think are the most pressing issues currently before the Council and why?

I believe the most pressing issues before the Port Orchard City Council are responsible growth, infrastructure, transportation, housing affordability, public safety, and restoring public trust. Port Orchard is growing, and that growth brings both opportunities and challenges. The Council must make decisions that allow the city to move forward while protecting the community's character and ensuring residents are not left behind.

One major issue is infrastructure. Projects such as water system improvements, sewer capacity improvements, stormwater improvements, downtown reconstruction, city lighting and Bay Street improvements are essential because they affect public safety, environmental resilience, future development, and the cost burden on residents. Growth, utilities, traffic, and downtown revitalization are all interconnected.

Transportation is also a serious concern. As more people move to Port Orchard, traffic congestion, pedestrian safety, transit access, and road maintenance become even more important. Improvements around Sedgwick, Bethel, Bay Street, sidewalks, (and yes even) McCormick and non-motorized connections matter because people need to be able to move safely and efficiently whether they drive, walk, bike, or use transit.

Housing affordability is another major issue. Port Orchard needs a range of housing options so families, workers, seniors, and young people can continue to live in the community. Growth should be planned in a way that supports affordability, access to services, and livable neighborhoods without overwhelming roads, utilities, or public services. The City's Housing Action Plan recognizes the need for greater housing diversity, affordability, and access for residents at different income levels.

Lastly, I believe public trust and community engagement are pressing issues. Residents need to feel that decisions are made openly and that their voices matter before major choices are finalized. Whether the issue is budgets, utilities, development, public safety, parks, or downtown projects, the Council has a responsibility to listen, communicate clearly, and make decisions with transparency and accountability. For Port Orchard to grow in a healthy way, residents must be part of the process and must feel respected by the people who represent them.

4. Describe your community involvement; include your role and dates of service.

My community involvement has been centered on youth leadership, civic engagement, equity, public safety, and building stronger connections between residents and local institutions. Since July 2022, I have served as the Founder and Executive Director of the Kitsap Black Student Union in Port Orchard and Kitsap County. In this role, I founded and lead a local nonprofit organization focused on creating safe spaces for students to celebrate culture, preserve history, build leadership skills, and engage in community advocacy. We have a chapter of our organization at South Kitsap High School.

Through the Kitsap Black Student Union, I mentor youth from middle school through college and support confidence, civic voice, identity development, and leadership readiness. I develop and coordinate youth-led initiatives in social justice, climate justice, cultural awareness, financial literacy, public speaking, environmental justice, and community service. I also work with families, schools, community partners, volunteers, and local supporters to strengthen programming, expand student access to resources, and create spaces where young people feel seen, heard, and supported.

Since February 2026, I have served with the Kitsap County Democrats as Vice Chair, Diversity, Equity, and Inclusion Committee Chair, and State Member Representative for Legislative District 26. In these roles, I support county-level civic leadership, member engagement, community outreach, and inclusive participation across Kitsap County. I collaborate with volunteers, committee members, elected leaders, candidates, and community stakeholders to strengthen grassroots organizing and help ensure local priorities are communicated within broader state-level party structures.

I also serve with the City of Port Orchard Police Advisory Board, where I support community-informed dialogue around public safety, accountability, communication, and trust-building between residents and law enforcement. This work reflects my belief that effective public safety requires transparency, listening, and respectful relationships between the community and those who serve it.

In addition, I serve on the Puget Sound Regional Council Equity Advisory Committee, contributing to regional equity-centered planning and policy conversations. This service has allowed me to participate in broader discussions about transportation, housing, growth, and equitable access across the region, including work recognized through the 2024 Washington Governor's Smart Communities Award for advancing equity-centered planning.

Across these roles, my community involvement reflects a consistent commitment to service, accountability, youth empowerment, cultural awareness, civic participation, and

inclusive engagement. I have worked to create opportunities for students, families, educators, mentors, volunteers, and community partners to collaborate around student success and community well-being. These experiences have strengthened my ability to listen, organize, build relationships, and advocate for people whose voices are too often excluded from decision-making.



City of Port Orchard
216 Prospect Street, Port Orchard, WA 98366
(360) 876-4407 • FAX (360) 895-9029

Agenda Staff Report

Council 2.E. 7:00pm Tiffany Mitchell
Interviews:
Meeting Date: August 4, 2026
Presenter: John Morrissey, Councilmember Position No. 2

Summary and Background:

See the attached documents that were submitted.

Relationship to Comprehensive Plan: N/A

Recommendation: N/A

Motion for Consideration:

Has item been presented to Committee/Work Study? No
If so, which one:

Fiscal Impact: N/A

Alternatives: N/A

Attachments:

1. Tiffany Mitchell

TIFFINY MITCHELL

TiffanyKaye@gmail.com | 310-433-8894 | Port Orchard, WA 98103

July 7, 2026

Port Orchard City Council
Councilmember Recruitment
Attn: City Clerk
216 Prospect Street
Port Orchard, WA 98366

RECEIVED
JUL 07 2026
CITY OF PORT ORCHARD
CITY CLERK'S OFFICE

Dear City Clerk,

With the encouragement of a family member in 2009, I accepted a position with the Utah Department of Workforce Services as an unemployment insurance intake specialist. I fully intended it to be a short-term bridge job. What I didn't realize then, however, was how much that job would change the entire trajectory of my life and career. Having always worked for a private employer, public sector work; particularly in customer service, had never even crossed my mind. What I found was not just a short-term opportunity to pay my bills, but a sense of purpose in serving the people of my statewide community during what is, for many, some of the worst times in their lives.

That experience has been followed by what has now been more than 15 continuous years of work in various roles within the public sector. Whether it's been working in a county court system on the Oregon coast, to organizing files for children and families going through the Child Welfare process, helping families and individuals in need by processing SNAP applications for food assistance, or in my current role processing applications for the State of Washington's program paying individuals experiencing qualifying medical or family events: I find nothing more fulfilling than knowing that work I touched may have made a positive difference in someone's life.

One of the greatest honors of my life with respect of my public service has been as an elected state representative for Oregon's House District 32. Prior to being elected, I knocked on thousands of doors on my own, and my campaign collectively knocked more than 50,000. Hearing the concerns of my neighbors, what they wanted, and then to be able to work to find those solutions once elected was both a challenge and a privilege. It also gave me the opportunity to not only serve my constituents, but to develop relationships with people from all backgrounds and walks of life, including my colleagues from across all parts of the political spectrum, and to work collaboratively with the interest of all Oregonians at heart.

With that same sense of passion and commitment to serving my community that I've demonstrated for almost two decades, I now wish to humbly submit my completed application, questionnaire, and this letter of interest with hopes of being considered for the open vacancy on Port Orchard's City Council for Position No. 5. In addition to my background, however, I believe that it is not simply my past work that qualifies me to fill the vacancy; it's the *why* behind choosing that work. Leadership is built on many components, but I believe some of the most important elements are a willingness to listen, compassion, heart, and determination. Of those, I believe I can bring them to the City Council in spades.

Sincerely,



Tiffany Mitchell

TIFFINY MITCHELL

Professional Summary

Public service professional with 15+ years of combined public sector customer service and legislative experience, focused on optimizing workflows, resolving complex challenges, working collaboratively, providing clear communication, and delivering people-centered solutions in evolving policy and program environments.

Work History

Legislative Experience

Legislative Branch – State of Oregon - House District 32 State Representative

01/2019 - 01/2021

- Elected and represented over 60,000 constituents in the Oregon state legislature by listening and gathering constituent and stakeholder feedback via telephone, email, social media, conducting town halls, and other public outreach events.
- Proposed, voted on, and passed legislation, including reading and analyzing bills and drafting vote explanations for complicated issues.
- Supervised and mentored two staff personnel in ongoing daily office operations.

Public Sector Experience

Unemployment Security Department – State of Washington - Leave & Care Division Paid Leave Specialist

09/2022 - Current

- Consistently ranked among the top processors of Paid Leave applications annually by delivering accurate, thorough adjudication, maintaining efficient workflow within evolving policy and law requirements, and providing clear, empathetic information to applicants.

Unemployment Security Department – State of Washington - Unemployment Insurance Specialist 2/3

05/2020 – 08/2020 (Temporary), 06/2021- 09/2022 (Permanent)

- Guided thousands of claimants through filing and maintaining unemployment insurance claims by phone, simplifying complex program rules with clarity and empathy.

✉ TiffanyKaye@gmail.com

☎ (310) 433-8894

📍 4530 Hales Court SW Port Orchard, WA 98366

Skills

- Internal and External Customer Engagement
- Curious, Adaptive, and Analytical
- Active Listener and Strong Communicator
- Big Picture Thinker and Problem Solving
- Creative Writer
- Business Administration
- Project Organization, Collaboration, and Follow-Through

Education

Western Governors University

Master of Business Administration

University of Utah

Bachelor of Fine Arts: Film Studies

Community/Volunteer

- Port Orchard Planning Commission
- Precinct Committee Person
- Yearly "Sub-For-Santa"
- Altruistic Kidney Donor

**Unemployment Security Department – State of Washington -
Unemployment Insurance Adjudicator (UIS4)**

08/2020 - 06/2021 (Temporary)

- Recognized as a top processor of high-volume work associated with interpreting and applying unemployment law and policy to adjudicate different and complex unemployment insurance issues
- Provided kind and objective customer service and explanations of decisions related to policy and law to both internal and external unemployment insurance customers.

**Department of Human Services – State of Oregon - Benefit & Eligibility
Specialist (Self-Sufficiency)**

07/2018 - 01/2019

- Assisted low-income Oregonians both in-person and by telephone in applying for Supplemental Nutrition Assistance Program (SNAP), while also providing counseling and referrals based on individual circumstances.

**Department of Human Services – State of Oregon - Case Management
Coordinator (Child Welfare)**

10/2016 - 07/2018

- Supported Child Welfare caseworkers by constructing, maintaining, and disseminating complex court-related discovery materials under tight deadlines, while also providing front-desk and telephone customer service to families and performing essential office and clerical tasks.

**Oregon Judicial Department – State of Oregon - Judicial Services
Specialist III (Clatsop Circuit Court)**

06/2015 - 10/2016

- Assisted customers navigating the Oregon judicial system by providing front-desk and phone support, processing payments, filing case documents, and coordinating court calendars to maintain accurate and efficient case flow.

**Department of Workforce Services – State of Utah - Benefit Payment
Control Investigator/Prosecution Specialist**

11/2013 - 05/2015

- Investigated and referred complex unemployment insurance fraud cases for state-level prosecution, conducting pre-prosecution interviews with witnesses and claimants.
- Reengineered the case-submission workflow and served as a departmental witness for the State of Utah.

**Department of Workforce Services – State of Utah – Claims Intake
Specialist/ UI Compliance Specialist**

10/2009 – 09/2011, 09/2011-11/2013

- Assisted thousands of claimants in applying for and maintaining their claims for unemployment insurance
- Followed up with and collected benefit overpayments from overpaid claimants

References

Name: Deb Krishnadasan

Current Title: Washington State Senator

Phone: 206-484-1280

Relationship: Friend

Name: Barbara Smith Warner

Current Title: Executive Director (National Vote at Home Institute) and
Senior Advisor (Institute for Responsible Government)

Phone: 503-320-4098

Relationship: Legislative colleague, former Oregon House Majority
Leader

Name: Pam Marsh

Current Title: Oregon State Representative

Phone: 541-282-4516

Relationship: Legislative colleague

Name: David Gomberg

Current Title: Oregon State Representative

Phone: 541-921-1281

Relationship: Legislative colleague

Supplemental Questions

Port Orchard City Council Position No. 5

Submittal Deadline: Thursday, July 9, 2026, 4:30 p.m.

Please respond to the following supplemental questions regarding your interest in the position of Councilmember for the City of Port Orchard.

1. Why are you interested in serving on the City Council and what do you hope to accomplish?

Port Orchard is a beautiful, welcoming community with incredible neighbors, convenient dining and shopping options, and a gorgeous waterfront. After my husband and I moved here from Oregon, we've felt the city embrace us. It quickly became the first place that has truly felt like "home" since I relocated to the Pacific Northwest a decade ago.

I am seeking the appointment to the Port Orchard City Council as a continuation of my commitment to serving the community that has given me so much. With more than 15 years of experience in public service, including my time as a state representative in Oregon's House District 32, I believe I bring the experience, drive, and heart necessary to contribute meaningfully to the Council. I am committed to engaging with constituents, collaborating with Council members, staff, and stakeholders, and representing the community with integrity and positivity.

My first priority, if appointed, is to learn. Although I have legislative experience, I recognize that city government is a very different environment. I hope to quickly gain a clear understanding of the processes, requirements, and limitations of the role. I plan to thoroughly review materials for committee meetings, work sessions, and Council meetings, and to utilize any available resources designed to orient new Council members. I also hope to learn from my colleagues and benefit from their expertise in a mentorship capacity. (My apologies in advance for the many questions I will undoubtedly ask—possibly more than once.)

Second, I believe deeply in building relationships with Port Orchard residents. Even brief conversations can provide valuable insight, and I intend to participate in community engagement events such as "Coffee with the Council," while also spending time in neighborhoods on my own to meet people where they are. During my campaigns in both Oregon and Washington for a state representative seat, I learned that many residents prefer conversations at their doorstep over attending formal events because they have other things to do. Taking the time to listen matters, and I intend to make that a core part of my service.

Finally, in conversations with current Council members, two issues have consistently come up: infrastructure and growth, and the city's relationship with Tribal nations such as the Suquamish and Port Gamble S'Klallam Tribes. I hope to work closely with my colleagues to address these challenges and to help strengthen the city's partnerships with Tribal governments. I would welcome the opportunity to take a deeper role in this work and explore collaborative solutions that benefit all communities within our shared region.

2. Describe the strengths and experience you would bring to the Council.

Determination and Commitment: I consider myself an ordinary person in most ways, but I bring an extraordinary level of determination when it comes to learning new things and wanting to help others. I readily acknowledge that I am not an expert in every subject, but I am always willing to dive in headfirst, even when the work is difficult, because I care deeply and want to understand the issues fully. I follow through on projects, collaborate well with others, and show up (on time and prepared!).

Patience and Flexibility: My many years working in customer service (both in private and public sector work) prepared me more than anything else for becoming a state legislator. I believe it will serve me well as a Councilmember too. Policy is important, but solving problems begins with identifying the real issue, understanding the values behind it, and then developing thoughtful solutions. That process requires patience, especially when solutions take longer than we would like. It also requires flexibility, particularly in political environments where maintaining strong working relationships is essential. I tend to wear my heart on my sleeve, and that helps me listen closely, adapt within discussions, and find ways for everyone to get at least some of what they need.

Experience: As a former legislator in the State of Oregon, I have firsthand experience with what it means—and what it takes—to be an elected official. I understand the responsibility of serving an entire community and the importance of approaching that responsibility with humility, diligence, and care. More than anything, I believe the fact that I genuinely care about people and about Port Orchard will be one of my greatest strengths as a Councilmember.

3. What do you think are the most pressing issues currently before the Council and why?

Infrastructure: When I ran for state legislator in Washington, I found the door-knocking experience remarkably similar to my campaigns in Oregon. No matter where I was, people consistently raised city-level concerns over state ones. And about 90% of the time, those concerns were related to infrastructure. As one of the fastest-growing cities in Washington, Port Orchard has experienced significant population increases in just the last five years I've been here. Residents frequently ask, "Where's all the new infrastructure to support the new homes and apartments? Why do we keep approving all this with no way to support it?"

I was surprised myself to learn how much growth has been directed into Port Orchard and similar cities through the Washington Growth Management Act. The Act requires cities within the urban growth boundary to accommodate new development, yet also prohibits approving projects if public facilities like roads and water cannot keep pace with the growth. This creates a genuine catch-22: cities must absorb growth while simultaneously

needing to build the infrastructure required to support it, and often without the upfront funding to do so.

I still have much to learn about the full range of tools available to cities like Port Orchard beyond development impact fees to meet this challenge. I also carry some personal guilt knowing that, as a legislator in Oregon, I supported affordable housing legislation that may have created similar pressures. And so my goal is to make up for that by working closely with Council colleagues to help educate the public about why this issue exists and to explore every possible avenue — including creative ones — to help address our infrastructure needs.

Economic Development: Port Orchard is growing in exciting ways. As a resident of McCormick Woods, I am thrilled about the new retail shops and eateries planned for the coming years. However, I recognize that for many people, Port Orchard is still viewed as a stop on the way to a destination rather than a destination itself. And every time people drive on by Port Orchard with no intention of stopping until they reach niche communities like Gig Harbor or Poulsbo, they're taking dollars that could help our community with them. I want to help change that.

I hope to work with the Council to help Port Orchard strengthen its identity, attract businesses that employ local residents, and expand activities and events that keep the community engaged and connected. Economic development is not just about growth. It's about creating a vibrant, welcoming city where people want to live, work, and spend time.

Tribal Relationships: As I mentioned earlier, I have heard repeatedly about the need to improve the city's working relationship with our Tribal partners, specifically the Suquamish and Port Gamble S'Klallam Tribes. My understanding is that these Tribes hold senior water rights, which complicates Port Orchard's long-term planning for water sustainability.

I know I will need additional education on this issue, but I am committed to deepening my understanding and working on our relationships with these Tribal nations. My hope is to help open doors, strengthen communication, and work toward agreements or outcomes that benefit all communities within our respective jurisdictions. Even if the progress is incremental, I want to be part of that effort.

4. *Describe your community involvement; include your role and dates of service.*

--**Port Orchard Planning Commission (December 2024 – Present):** I currently serve as a Planning Commissioner, working alongside city staff and fellow commissioners to review proposals and materials that support Port Orchard's long-term planning efforts. I attend meetings on the first Tuesday of each month and prepare in advance by thoroughly reviewing the staff-prepared packets to ensure I can participate meaningfully in discussion and decision-making.

Respectfully submitted – Tiffany Mitchell