

AGENDA ITEM

BUSINESS OF THE CITY COUNCIL
City of Des Moines, WA

SUBJECT: Airport Advisory Committee
Establishment and Appointments

FOR AGENDA OF: June 12, 2025

DEPT. OF ORIGIN: Administration

ATTACHMENTS:

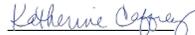
- 1. Resolution No. 25-034
- 2. Jeffrey Bogen
- 3. Barton DeLacy
- 4. Todd Downing
- 5. Steve Reagin

DATE SUBMITTED: May 28, 2025

CLEARANCES:

- City Clerk _____
- Community Development 
- Courts _____
- Finance _____
- Human Resources _____
- Legal /s/TG
- Marina _____
- Police _____
- Parks, Recreation & Senior Services _____
- Public Works _____

APPROVED BY CITY MANAGER

FOR SUBMITTAL: 

Purpose and Recommendation

The purpose of this agenda item is for the City Council to consider Resolution 25-034 establishing an ad-hoc committee to address issues related to Sea-Tac Airport, appointment of the current StART representative and four applicants to the City of Des Moines Airport Committee.

Suggested Motion

Motion 1: “I move approve Draft Resolution 25-034 establishing an ad-hoc committee to address issues related to Sea-Tac Airport.”

Motion 2: “I move to appoint Joe Dusenbury to an open position on the Des Moines Airport Advisory Committee, effective immediately and expiring on December 31, 2027.”

Motion 3: “I move to confirm the Mayoral appointment of Jeffrey Bogen to an open position on the Des Moines Airport Advisory Committee, effective immediately and expiring on December 31, 2027.”

Motion 4: “I move to confirm the Mayoral appointment of Barton DeLacy to an open position on the Des Moines Airport Advisory Committee, effective immediately and expiring on December 31, 2027.”

Motion 5: “I move to confirm the Mayoral appointment of Todd Downing to an open position on the Des Moines Airport Advisory Committee, effective immediately and expiring on December 31, 2027.”

Motion 6: “I move to confirm the Mayoral appointment of Steve Reagin to an open position on the Des Moines Airport Advisory Committee, effective immediately and expiring on December 31, 2027.”

Background

The City Council approved at the February 6, 2025 meeting to establish an Airport Committee. The Committee will provide recommendations to the City Council regarding airport-related issues. This Committee will be tasked with evaluating key topics, ensuring community involvement, and advising the Council on decision-making processes related to the airport. At the March 13, 2025, City Council directed staff to advertise for committee members and bring back the committee establishment and appointment of four members of the public and appointment of the existing member of the StART Committee to comprise the five member airport advisory committee.

Discussion

Based on the initial discussion, Staff has prepared draft Resolution 25-034 establishing an ad-hoc committee to address issues related to Seattle Tacoma International Airport. The Committee acts in an advisory capacity to the City Council providing recommendations and advice on the following topics related to airport matters:

- Review SAMP (Sustainable Airport Master Plan) timeline and responses to the Environmental process.
- Any new or updated Interlocal Agreement (ILA) with airport partners
- Recommendation related to any consultant needs to assist with relevant projects
- Assist with StART (Seattle-Tacoma Airport Roundtable) Committee
- Recommendations for the City’s strategy with the Port of Seattle
- To address other Airport related issues as deemed appropriate by the Committee or the City Council.

The Committee shall consist of five (5) community members. The City’s two StART representatives will serve on the Committee as well as three (3) members of the public who are either a resident or business owner of the City of Des Moines. Committee members will be selected by the Mayor and approved by the majority of the Council. Committee members shall serve two year terms and should have a reasonable understanding of airport-related issues, or willingness to learn as necessary. However, as discussed since the City already has community StART representative, Council directed staff to reach out directly about interest and he has agreed to sit on this Advisory Committee.

There are four mayoral recommendations attached for appointment to the Airport Committee, including Jeffrey Bogen, Barton DeLacy, Todd Downing, and Steve Reagin.

Alternatives

None provided.

Financial Impact

The financial impact, if any, will be addressed as the Committee begins its work, with further budget discussions to be brought before the Council as needed.

Recommendation/Concurrence

Des Moines Administration recommends approval of Resolution 25-034, appointment of Joe Dusenbury and confirmation of mayoral appointment of Jeffrey Bogen, Barton DeLacy, Todd Downing, and Steve Reagin to the Airport Advisory Committee.

CITY ATTORNEY'S FIRST DRAFT 4/XX/2025

DRAFT RESOLUTION NO. 25-034

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF DES MOINES, WASHINGTON, establishing an ad-hoc committee to address issues related to Seattle Tacoma International Airport.

WHEREAS, the City Council of the City of Des Moines finds it is appropriate to create a committee to address issues related to Seattle Tacoma International Airport (hereafter "Airport"); now therefore,

THE CITY COUNCIL OF THE CITY OF DES MOINES RESOLVES AS FOLLOWS:

Sec. 1. Committee Established. An Ad-Hoc Airport Committee ("Committee") is hereby established to act in an advisory capacity to the City Council providing recommendations and advice on the following topics related to airport matters:

(1) Review SAMP (Sustainable Airport Master Plan) timeline and responses to the Environmental process.

(2) Any new or updated Interlocal Agreement (ILA) with airport partners.

(3) Recommendation related to any consultant needs to assist with relevant projects.

(4) Assist with StART (Seattle-Tacoma Airport Roundtable) Committee.

(5) Recommendations for the City's strategy with the Port of Seattle.

(6) To address other Airport related issues as deemed appropriate by the Committee or the City Council.

Sec. 2. Committee Composition. The Committee shall consist of five (5) community members. The City's two StART representatives will serve on the Committee as well as three (3) members of the public who are either a resident or business owner of the City of Des Moines. Committee members will be selected by the Mayor and approved by the majority of the Council. Committee members shall

Resolution No. ____
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serve two year terms and should have a reasonable understanding of airport-related issues, or willingness to learn as necessary.

Sec. 3. Staff Liaison. The City Manager shall appoint a staff liaison to the Committee. The Committee shall also have additional staff support as the City Manager deems appropriate.

Sec. 4. Meetings. The Committee will choose its own Chairperson. The Chair should encourage collaboration and participation, with a directive role. The Committee will meet on an as-needed basis as determined by the Committee Chair and the City staff liaison.

Sec. 5. Committee Meetings Open to the Public. All Committee meetings shall be open to the public pursuant to the Washington State Open Public Meetings Act, RCW 42.30 et seq.

Sec. 6. Workplan & Responsibilities. The Committee will be responsible for:

(1) Receiving assignments and tasks as directed by the City Council.

(2) Develop a work plan that includes recommended tasks and research subjects. This plan will be submitted to the Council for approval or direction.

(3) Presenting updates to the City Council on the Committee's work and progress no less than once per year.

Sec. 7. Effective Date. This resolution shall take effect immediately upon passage by the Des Moines City Council.

ADOPTED BY the City Council of the City of Des Moines, Washington this ____ day of _____, 2025 and signed in authentication thereof this ____ day of _____, 2025.

M A Y O R

APPROVED AS TO FORM:

Resolution No. ____
Page 3 of 3

City Attorney

ATTEST:

City Clerk



Employment Application | Submitted: 07-Apr-2025

JEFFREY BOGEN

Airport Advisory Committee

 [Redacted]
 [Redacted]
 [Redacted]
 [Redacted]

Job Location - Des Moines, WA
Department - Administration
Source - Facebook

Employment History

Please list your previous employers starting with your current, or most recent employer.

Note: If you are unable to provide a phone number, enter 000-000-0000.

Employment Gap - Unemployed

Jun/2024 - Apr/2025

Details: Retired from Federal Aviation Administration after 26 years of upper management experience to pursue outside goals and interests.

Length: 0 years, 10 months

Employment Gap - Unemployed

Jul/2024 - Aug/2024

Details: Retired

Length: 0 years, 1 month

Federal Aviation Administration

Job Title: Manager, Western USA Operations Engineering Support

Supervisor Name: Fred Reynolds

Dates Employed From: Sep/1998

Supervisor Phone: [Redacted]

Dates Employed To: Jun/2024

Employment Length: 25 years, 9 months

[Redacted]

[Redacted]

Duties: Managed operational engineering group for Western USA, including all navigation, automation, communication, radar and weather systems

Phone: [Redacted]

May We Contact? Yes

Reason For Leaving: Retired

Employment Additional Questions

The applicant did not answer any Additional Questions

Education

List below your educational background, including high school, all colleges, trade and military service schools.

University of Colorado | College or University

Degree: M.S. Computer Science
Major: Computer Science Engineering
Location: Boulder, CO, UNITED STATES

Graduated? Yes
Years Attended From: 1989
Years Attended To: 1991

Regis College | College or University

Degree: B.S. Computer Science/Technical Management
Major: Computer Science/Technical Management
Location: Broomfield, CO, UNITED STATES

Graduated? Yes
Years Attended From: 1985
Years Attended To: 1988

Electronic Technical Institute | Technical School

Degree: A.S. Electronic Engineering Technology
Major: Electronics/Communications
Location: Denver, CO, UNITED STATES

Graduated? Yes
Years Attended From: 1973
Years Attended To: 1975

Education Additional Questions

The applicant did not answer any Additional Questions

Resume

You may provide us with your resume here. This is optional but we encourage any additional information that will help in the Committee's review. You may either copy and paste a resume in the space provided or upload a file.

Click on the link to open the resume file if you wish to print the formatted resume.

| File Name | Link |
|--------------------------|---|
| 2024 Working Resume.docx |  Preview Download |

Text Only Resume

No Text Only Resume on File

Admin Uploaded Files

There are no admin uploaded files for this applicant.

Documents

There are no documents for this applicant.

References

Please fill out the information below regarding references.

Note: If you are unable to provide a phone number, enter 000-000-0000. If you are unable to provide an email address, enter noreply@noemail.com

Fred Reynolds

Relationship: Manager

Phone: [REDACTED]

Company: Federal Aviation Administration (FAA)

Occupation: FAA Division Manager, Technical Services

Lamond Lee

Relationship: Manager/Co-worker

Phone: [REDACTED]

Company: Federal Aviation Administration (FAA)

Occupation: Airport Navigation Manager

Al Richardson

Relationship: Manager Co-worker

Phone: [REDACTED]

Company: Federal Aviation Administration (FAA)

Occupation: Airport Radar/Automation/Weather Systems Manager

Job Questions

Citizen Advisory Committee(s) | Score Total - 0

| Question | Answer | Score | Disqualifier? |
|---|--|-------|---------------|
| Are you over 18? * | Yes | 0 | |
| Are you a Des Moines Resident? * | Yes | 0 | |
| If no, please list the City in which you currently live. And do you own a business in Des Moines? If Yes, please list. * | no | | |
| Please select from the following Committees that you are interested in applying for: * | Airport Advisory Committee | 0 | |
| If you are applying for a specific committee, explain how your experience and perspective would directly contribute to the committee and surrounding community. * | I have been involved in the aviation field for most of my professional career, over 17 years in aviation weather related research and 26 years in upper management with the Federal Aviation Agency (FAA). I have had direct management for Operations Engineering for the Western USA - overseeing large ground and air technical engineering and support | | |

operations helping to improve safety and efficiency for all Western USA airports. Nonetheless, now as a private citizen, I would like to improve the communities around SEATAC from a different perspective to help improve air quality, ground traffic congestion, and reduce noise pollution effects. Both the Port of Seattle or Airlines who are working hard on large scale projects to accommodate projected yearly increases in passengers Balancing the local community concerns is not a easy task with no simple answers, due to multiple constraints both technical and political. But having an aviation technical expert on your advisory committee may help to ensure that solid engineering feedback and innovation to address these issues can be fairly communicated and worked as effectley between Des Moines, FAA, Port of Seattle and the Airlines.

Please list any related professional and or community activities that you are involved in. *

Recently engaged with SAMP with local community provided technical feedback on proposed engineering projects with specific advice and interpretation of the current FAA noise standards and associated practices. Mitigations to address possible approach/departure changes to address higher flow rates modifications are highly complex and controversial. Applying the right Aviation Safety and Noise Abatement Act of 1979 (ASNA) and FAA CFR Part 36/150 appropriately is critical and I can advise our team about the best way to work through the discussions as we look at impacts and potential mitigation suggestions. Establishing the level of aircraft noise exposure below which noise impacts of FAA actions in residential areas are not considered "significant" has been highly controversial, but getting the right science/engineering considerations is what I do best - I think I can add value to our community in this work as a Des Moines citizen.

Can you attend evening meetings?

Yes

0

* (Archived)

Can you attend daytime meetings? Yes 0
 * (Archived)

Serving on a committee requires a time commitment. Approximately how many hours each month can you devote to the City Committee? 24/Month, but really, whatever it takes to get our work done *

Can you attend weekend meetings? * (Archived) Yes 0

Have you previously applied for or served in any elected or appointed positions, committees, advisory boards, or commissions in the City of Des Moines? * No 0

If yes, please list the position(s), including your role and dates of services. * none

Date available for appointment to committee: * 6/1/2025

Additional Questions

Personal Information (Archived) | Score Total - 0

| Question | Answer | Score | Disqualifier? |
|--|---|-------|---------------|
| Are you authorized to work in the United States? | Yes | 0 | |
| Proof of I-9 status required upon hiring. Positions in the Police Department require U.S. citizenship per RCW 41.12.070. * | | | |
| Do you have a valid driver's license? | Yes | 0 | |
| DL #: |  | | |
| State: | Washington | | |
| After reviewing the job announcement, can you perform the essential functions of the job with or without reasonable | Yes | 0 | |

accommodations? If you check yes, the staff person coordinating this recruitment will send you a request asking for additional information. (This confidential information is solicited for the purpose of providing reasonable accommodation only). *

Do you currently smoke or use any tobacco product? Because of the known effects of tobacco use, the City of Des Moines does not hire applicants who use tobacco products. * No 0

Are you related to or residing with a current employee of the City of Des Moines? * No 0

If yes, provide employee name and relationships: This question was not answered.

Have you previously been employed by the City of Des Moines? * No 0

If yes, please give title and dates of employment:

Professional Licenses and Certificates *(Archived)* | Score Total - 0

| Question | Answer | Score | Disqualifier? |
|--------------------------------|--|-------|---------------|
| License or Certificate Name: | General RadioTelephone Operators License | | |
| License or Certificate Number: | PG-15-3349 | | |
| Date Issued: | 11/14/1988 | | |
| Expiration Date: | Life-Time | | |

Veteran's Scoring Criteria (Veteran's Preference) *(Archived)* | Score Total - 0

| Question | Answer | Score | Disqualifier? |
|---|--------|-------|---------------|
| Are you considered a veteran under these standards? * | No | 0 | |

Have you ever obtained employment utilizing veteran’s scoring criteria? * No 0

Are you currently receiving any military retirement benefits? * No 0

Are you claiming veteran’s scoring criteria for this position? No 0

(If yes, a DD-214 will be requested at a later date.) *

Applicant Statement

I declare that all statements and answers in this application are true and complete and agree that any untrue or misleading answer, omission, concealment or failure to answer any questions fully, completely and accurately may be grounds for terminating my employment, regardless of when it is discovered. By completing this application, I give this employer the permission to validate some of my answers with the appropriate authorities/institutions.

I authorize this employer or its agents to investigate my references, to review my former employment record and to keep and preserve records of such investigations. Additionally, I release all parties from liability for any damage that may result from furnishing information to this employer or its agents.

I agree to the above.

Signature: Jeffrey Stuart Bogen

Date: 2025-04-07 04:07:31pm

IP Address: 67.185.231.222

Signature

Date



Employment Application | Submitted: 07-Apr-2025

Barton DeLacy

 [Redacted]
 [Redacted]
 [Redacted]
 [Redacted]

Airport Advisory Committee

Job Location - Des Moines, WA
Department - Administration
Source - Employee Referral - City Manager

Employment History

Please list your previous employers starting with your current, or most recent employer.

Note: If you are unable to provide a phone number, enter 000-000-0000.

Cushman & Wakefield - Current Employer

Job Title: Executive Director

Dates Employed From: Jun/2004

Dates Employed To: Currently Employed

Employment Length: 20 years, 11 months

Duties: Valuation advisory for an international commercial real estate firm. I work around the country as a subject matter expert on valuations of infrastructure and energy generating facilities.

Reason For Leaving: Currently Employed

Supervisor Name: Scott Biethan

Supervisor Phone: [Redacted]

Address: [Redacted]

Phone: [Redacted]

May We Contact? Yes

Employment Additional Questions

The applicant did not answer any Additional Questions

Education

List below your educational background, including high school, all colleges, trade and military service schools.

Portland State University | College or University

Degree: Master of Urban Planning M.U.P

Major: Urban economics

Location: Portland, OR, UNITED STATES

Graduated? Yes

Years Attended From: 1984-88

Years Attended To: 1988

School of Irish Studies | College or University

Degree: study abroad, college credit
Major: Irish history and literature
Location: Dublin, IRELAND

Graduated? No
Years Attended From: 1974
Years Attended To: 1974

Willamette University | College or University

Degree: Bachelor of Arts
Major: History
Location: Salem, OR, UNITED STATES

Graduated? Yes
Years Attended From: 1971
Years Attended To: 1975

Education Additional Questions

The applicant did not answer any Additional Questions

Resume

You may provide us with your resume here. This is optional but we encourage any additional information that will help in the Committee's review. You may either copy and paste a resume in the space provided or upload a file.

Click on the link to open the resume file if you wish to print the formatted resume.

| File Name | Link |
|--------------------|--|
| MasterDeLacyCV.pdf | Q Preview Download |

Text Only Resume

No Text Only Resume on File

Admin Uploaded Files

There are no admin uploaded files for this applicant.

Documents

There are no documents for this applicant.

References

Please fill out the information below regarding references.

Note: If you are unable to provide a phone number, enter 000-000-0000. If you are unable to provide an email address, enter noreply@noemail.com

Gary McLean, Esq.

Relationship: fellow WCC board member
Company: McLean Law
Occupation: lawyer, hearings officer

Phone: [REDACTED]

Jeff Crompe

Relationship: serve together on Senior Services C0mmittee
Company: Seattle 3D
Occupation: Photographer, civic volunteer; see jeff@seattle3d.com

Phone: 000-000-0000

Charles W. Langfitt, Esq. (retired)

Relationship: Highschool and college friend
Company: retired counsel for Travelers Insurance
Occupation: Redondo Beach resident for over 35 years

Phone: [REDACTED]

Job Questions

Citizen Advisory Committee(s) | Score Total - 0

| Question | Answer | Score | Disqualifier? |
|---|--|-------|---------------|
| Are you over 18? * | Yes | 0 | |
| Are you a Des Moines Resident? * | Yes | 0 | |
| If no, please list the City in which you currently live. And do you own a business in Des Moines? If Yes, please list. * | I live in Woodmont neighborhood | | |
| Please select from the following Committees that you are interested in applying for: * | Airport Advisory Committee | 0 | |
| If you are applying for a specific committee, explain how your experience and perspective would directly contribute to the committee and surrounding community. * | Please see my CV. I have a Masters degree in Urban Planning from Portland State and was a Planning Commissioner for the City of Lake Oswego for two terms. Of more interest, I was on a team that valued Chicago's Midway Airport (a Southwest Airlines hub) and valued airport land leases around the country. I have also developed studies and written peer reviewed articles on the impacts of LULUs (locally undesirable land uses. | | |
| Please list any related professional and or community activities that | Senior Services Committee, City of Des Moines, WA. Ongoing 2024 Board of | | |

you are involved in. *

Directors, Seattle Chapter of the Appraisal Institute, Ongoing 2024 Rotary Club of Seattle, Chair, Mentor Committee at Foster School of Business, University of Washington, Ongoing 2024 Woodmont Country Club Board of Directors, ongoing Counselors of Real Estate Foundation Trustee, since 2024

Can you attend evening meetings? * Yes 0
(Archived)

Can you attend daytime meetings? * Yes 0
(Archived)

Serving on a committee requires a time commitment. Approximately how many hours each month can you devote to the City Committee? * I work as a commission consultant. My time is my own.

Can you attend weekend meetings? * Yes 0
(Archived)

Have you previously applied for or served in any elected or appointed positions, committees, advisory boards, or commissions in the City of Des Moines? * Yes 0

If yes, please list the position(s), including your role and dates of services. * Senior Services Committee

Date available for appointment to committee: * immediately

Additional Questions

Personal Information *(Archived)* | Score Total - 0

| Question | Answer | Score | Disqualifier? |
|----------|--------|-------|---------------|
|----------|--------|-------|---------------|

Are you authorized to work in the United States? Yes 0

Proof of I-9 status required upon hiring. Positions in the Police Department require U.S. citizenship per RCW 41.12.070. *

Do you have a valid driver's license? Yes 0

DL #: [REDACTED]

State: WA

After reviewing the job announcement, can you perform the essential functions of the job with or without reasonable accommodations? If you check yes, the staff person coordinating this recruitment will send you a request asking for additional information. (This confidential information is solicited for the purpose of providing reasonable accommodation only). * Yes 0

Do you currently smoke or use any tobacco product? Because of the known effects of tobacco use, the City of Des Moines does not hire applicants who use tobacco products. * No 0

Are you related to or residing with a current employee of the City of Des Moines? * No 0

If yes, provide employee name and relationships: This question was not answered.

Have you previously been employed by the City of Des Moines? * No 0

If yes, please give title and dates of employment: This question was not answered.

Professional Licenses and Certificates (Archived) | Score Total - 0

| Question | Answer | Score | Disqualifier? |
|--------------------------------|--|-------|---------------|
| License or Certificate Name: | Paul Barton DeLacy | | |
| License or Certificate Number: | 110017 Certified General Real Estate Appraiser | | |
| Date Issued: | 5/13/1992 | | |
| Expiration Date: | 03/05/2026 | | |

Veteran's Scoring Criteria (Veteran's Preference) *(Archived)* | Score Total - 0

| Question | Answer | Score | Disqualifier? |
|---|--------|-------|---------------|
| Are you considered a veteran under these standards? * | No | 0 | |
| Have you ever obtained employment utilizing veteran's scoring criteria? * | No | 0 | |
| Are you currently receiving any military retirement benefits? * | No | 0 | |
| Are you claiming veteran's scoring criteria for this position? | No | 0 | |

(If yes, a DD-214 will be requested at a later date.) *

Applicant Statement

I declare that all statements and answers in this application are true and complete and agree that any untrue or misleading answer, omission, concealment or failure to answer any questions fully, completely and accurately may be grounds for terminating my employment, regardless of when it is discovered. By completing this application, I give this employer the permission to validate some of my answers with the appropriate authorities/institutions.

I authorize this employer or its agents to investigate my references, to review my former employment record and to keep and preserve records of such investigations. Additionally, I release all parties from liability for any damage that may result from furnishing information to this employer or its agents.

I agree to the above.

Signature: Paul Barton DeLacy

Date: 2025-04-07 10:53:21am

IP Address: 50.239.6.106,136.226.55.8

Signature

Date



Employment Application | Submitted: 10-May-2025

Todd Downing



Airport Advisory Committee

Job Location - Des Moines, WA
 Department - Administration
 Source - Facebook

Resume

Providing a resume is optional, but additional information can help during the review process. You may upload a file or copy and paste your resume in the space provided below.

There are no files uploaded for this applicant.

Text Only Resume

No Text Only Resume on File

Admin Uploaded Files

There are no admin uploaded files for this applicant.

Documents

There are no documents for this applicant.

Job Questions

Citizen Advisory Committee(s) | Score Total - 0

| Question | Answer | Score | Disqualifier? |
|---|--------|-------|---------------|
| Are you over 18? * | Yes | 0 | |
| Are you a Des Moines Resident? * | Yes | 0 | |
| How long have you been a Des Moines Resident? * | 10+ | 0 | |

If no, please list the City in which you currently live. And do you own a business in Des Moines? If Yes, please list. *

Yes, I own two businesses in Des Moines:
The Print Place LLC & Partygloss LLC

Please select from the following Committees that you are interested in applying for: *

Airport Advisory Committee 0

If you are applying for a specific committee, explain how your experience and perspective would directly contribute to the committee and surrounding community. *

I'm a lifelong resident of Des Moines, and have seen the impact (both positive and negative) that the port has had on the community. Having my residence and businesses directly under the flight path has shaped the way I view our relationship to the port and have encouraged me to get involved to help figure out a way to best address the issues that we collectively face.

Please list any related professional and or community activities that you are involved in. *

I'm a member of the local rotary club, as well as a member of the South Side Chamber of Commerce.

Serving on a committee requires a time commitment. Approximately how many hours each month can you devote to the City Committee? *

1-2 hours a week

Have you previously applied for or served in any elected or appointed positions, committees, advisory boards, or commissions in the City of Des Moines? *

No 0

If yes, please list the position(s), including your role and dates of services. *

n/a

Date available for appointment to committee: *

6/1/25

Please select your meeting availability below: *

Daytime, Evening, Weekend 0

Are you related to anyone presently employed by the City or a member of a City Board/Committee? *

No 0

If yes, please list family member below:

This question was not answered.

Do you currently have an ownership interest in any real property within the Des Moines Planning Area (excluding your primary residence or any property used solely for business purposes)? *

No

0

If yes, please describe below:

n/a

Property Address: Type of Property: (e.g., residential, commercial, vacant land) Nature of Ownership (e.g., sole owner, joint owner, trust beneficiary) *

Additional Questions

Personal Information | Score Total - 0

| Question | Answer | Score | Disqualifier? |
|---|---------------------------------|-------|---------------|
| Languages Spoken: <i>(Archived)</i> | English | | |
| To support community engagement and language access, are there any languages (other than English) that you speak, read, or write fluently? This question is optional and will only be used to support inclusive communication and outreach as part of committee work. | This question was not answered. | | |

Applicant Statement

I certify that all statements and answers in this application are true and complete to the best of my knowledge. I understand that any misrepresentation or omission may be cause for disqualification from consideration or removal from service if appointed.

By signing below, I acknowledge that this application is for volunteer service on a City board, commission, or committee and does not constitute employment or confer any employment rights.

I agree to the above.

Signature: Todd Downing

Date: 2025-05-10 04:20:49pm

IP Address: 73.83.104.177

Signature

Date



Attachment #5

Employment Application | Submitted: 16-Apr-2025

Steve Reagin



Airport Advisory Committee

Job Location - Des Moines, WA
Department - Administration
Source - Facebook

Employment History

Please list your previous employers starting with your current, or most recent employer.

Note: If you are unable to provide a phone number, enter 000-000-0000.

True Brands - Current Employer

Job Title: Director, Planning and Inventory Mgt

Dates Employed From: Mar/2025

Dates Employed To: Currently Employed

Employment Length: 0 years, 2 months

Duties: Forecasting/Inventory Management/Sales Planning/Demand Planning/Supply Planning/Inventory Management

Reason For Leaving: Currently Employed

Supervisor Name: NA

Supervisor Phone: 2060000000

A s: [Redacted]

Phone: [Redacted]

May We Contact? No

Employment Gap - Unemployed

Oct/2024 - Feb/2025

Details: Job searching after layoff

Length: 0 years, 4 months

BDA, Inc.

Job Title: Sr. Manager, Supply Chain Planning

Dates Employed From: Feb/2022

Dates Employed To: Sep/2024

Employment Length: 2 years, 7 months

Duties: Inventory Management : Transformed inventory management by designing and deploying advanced analytical systems, enhancing decision-making capabilities, and driving more effective inventory control strategies.

Revenue Surge : Increased inventory accuracy by 20% and streamlined operational processes by overseeing forecasting, analytics, and inventory

Supervisor Name: NA

Supervisor Phone: 2060000000

[Redacted]

Phone: (206) 000-0000

May We Contact? No

management for 40 B2B accounts, contributing to \$250M in annual sales revenue. Sales Growth : Drove sales growth and improved business performance by delivering strategic insights that directly influenced assortment planning, optimized stock replenishment cycles, and enhanced customer acquisition efforts. Team Leadership : Reorganized a 14-member global team into specialized, industry-aligned units, fostering greater collaboration with sales teams, increasing accountability, and improving overall team performance. Process Optimization : Led a cross-functional executive committee to assess and revamp operational workflows, implementing innovative solutions that significantly improved process efficiency and decision-making speed. Lifecycle Metrics Implementation : Developed and instituted new lifecycle metrics and processes that improved product management efficiency, aligned with business objectives, and enhanced operational consistency across all accounts. High-Performance Culture : Cultivated a high-performance team culture by mentoring analysts, promoting independent goal-setting, and standardizing business review processes, ensuring alignment with organizational goals.

Reason For Leaving: Layoffs

Employment Gap - Unemployed

Dec/2021 - Jan/2022

Details: Job searching after layoff

Length: 0 years, 1 month

The Bartell Drug Company

Job Title: Manager, Planning and Replenishment

Dates Employed From: Jun/2013

Dates Employed To: Nov/2021

Employment Length: 8 years, 5 months

Duties: Sales Management : Drove \$250M in annual sales by managing inventory, pricing, and analytics/forecasting for all OTC items, executing strategic inventory management and pricing plans that optimized product availability and market competitiveness. Inventory Planning : Streamlined inventory planning by creating and implementing the company's first Open to Buy process and reporting system, significantly improving decision-making and forecasting accuracy. Post-Acquisition Integration : Spearheaded post-acquisition planning and integration efforts following Rite Aid's acquisition of Bartell Drugs, aligning inventory, replenishment, and pricing strategies to ensure seamless operational transitions while maintaining sales momentum and customer satisfaction. Operational Efficiency : Enhanced operational efficiency by leading the transition from store-level buying to centralized buying, piloting the creation of a company-wide store replenishment process. Profitability & Competitive Positioning : Boosted profitability and competitive edge by developing a key item pricing strategy, expanding the program to include data from six competitors, resulting in improved market positioning and pricing accuracy. Talent & Team Development : Recruited, promoted, and transformed a replenishment-focused team into a high-performing, analytics-driven group, advancing talent across key functions like Inventory Planning, Category Management, and IT. Cross-functional Collaboration : Established category teams that integrated inventory analysts, category managers, and planogram analysts, while managing relationships with replenishment and pricing system vendors to ensure seamless operations.

Supervisor Name: NA

Supervisor Phone: 2060000000

Address: [REDACTED]

Phone: (206) 000-0000

May We Contact? No

Reason For Leaving: Company purchased by Rite Aid

Super Supplements

Job Title: Inventory Planner

Dates Employed From: Jun/2009

Dates Employed To: Jun/2013

Employment Length: 4 years

Duties: Inventory Optimization : Drove merchandise sales, margin growth, and optimized inventory for over 200 brands by effectively managing purchase orders and planning receipts across all categories. KPI Reporting : Improved inventory visibility and minimized stockouts by developing and implementing the company's first KPI reports, including out-of-stock reporting, enhancing decision-making processes. Open to Buy System : Established a robust Open to Buy system, enabling accurate forecasting and inventory management, significantly improving purchasing efficiency and reducing excess stock. Procurement Process : Streamlined procurement for special orders, reducing lead times and improving order fulfillment by creating an efficient, standardized process. NAV System Transition : Enhanced planning accuracy and operational efficiency by leading the transition from Excel/Access-based planning to the NAV system, ensuring seamless data integration and real-time tracking. Cash Flow Management : Reduced company inventory by 10% within three months, implementing strategic inventory optimization initiatives that improved cash flow and operational efficiency. Financial Oversight : Ensured precise financial oversight by managing inventory accounting for \$30M in sales, maintaining accurate records and supporting effective budget management.

Reason For Leaving: company purchased by Vitamin Shoppe

Supervisor Name: NA

Supervisor Phone: 2060000000

S: [REDACTED]

Phone: (206) 000-0000

May We Contact? No

Employment Additional Questions

The applicant did not answer any Additional Questions

Education

List below your educational background, including high school, all colleges, trade and military service schools.

Georgia State University | College or University

Degree: Bachelor of Arts

Major: Political Science International Relations

Location: Atlanta, GA, UNITED STATES

Graduated? Yes

Years Attended From: 1985

Years Attended To: 1991

Education Additional Questions

The applicant did not answer any Additional Questions

Resume

You may provide us with your resume here. This is optional but we encourage any additional information that will help in the Committee's review. You may either copy and paste a resume in the space provided or upload a file.

There are no files uploaded for this applicant.

Text Only Resume

Steve Reagin

Steve Reagin

STEVE REAGIN

Des Moines, WA

<https://www.linkedin.com/in/steve-reagin-22a2432/>

Inventory & Assortment Planning ,Business Strategy Development ,Financial Performance & ROI

~ Driving Strategic Merchandise & Demand Planning, Optimizing Inventory, Forecasting Accuracy, and Delivering Financial Success ~

Accomplished & results-driven Sr. Manager with extensive leadership experience in Merchandise and Demand Planning, specializing in aligning inventory and sales strategies with organizational objectives to optimize inventory, enhance operational efficiency and drive substantial revenue growth. Demonstrated success in leading cross-functional teams and executing strategic merchandise plans, demand forecasts, and open-to-buy strategies to enhance forecasting accuracy and reduce costs. Recognized for consistently exceeding targets, launching successful product lines, and implementing cost-saving initiatives that drive profitability. Skilled in managing multi-million-dollar budgets and P&L while ensuring seamless product flow across diverse categories. Adept at fostering collaboration with stakeholders, vendors, finance, and marketing teams to deliver innovative solutions that accelerate top-line and bottom-line growth.

Merchandise Planning & Strategy ,Demand Forecasting & Inventory Optimization ,Supply Chain & Logistics Coordination ,Category Management & Space Planning ,Budgeting & P&L Management ,Open-to-Buy Strategy & Execution ,Vendor Relationship Management ,Sales & Inventory Analysis ,Product Lifecycle Management ,Process Improvement & Operational Efficiency ,Talent Development ,Performance Metrics & KPI Management ,Team Leadership ,Data Analysis & Business Intelligence (BI) ,Product Launches & Assortment Planning ,Replenishment Strategies ,Informed Decision Making ,Team Leadership ,Analytical Problem Solving ,Cross-functional Collaboration

Technical Skills : Microsoft Excel, Word, Access, BI, PowerPoint, Project, MS AX, K3S Replenish/Restore, NAV, DSS, Manugistics, E3 , Arthur, JDA, MMS, Inforem

KEY VALUE OFFERINGS

Financial Planning & Budgeting

Experienced in developing and managing budgets, conducting financial analysis, and driving strategies to meet financial objectives and maximize ROI. Advanced Data Analysis

Proficient in utilizing analytical tools, forecasting techniques, and data-driven decision-making to improve planning accuracy and financial performance. Inventory & Assortment Planning

Adept at developing and managing inventory and assortment strategies to optimize stock

levels, meet demand and align with financial goals.

PROFESSIONAL EXPERIENCE

True Brands, Inc. Seattle, WA March 2025-

Director, Planning and Inventory Mgt.

Forecasting/Inventory Management/Sales Planning/Demand Planning/Supply Planning/Inventory Management

BDA, Inc. - Woodinville, WA Feb 2022 - Sep 2024

Sr. Manager, Supply Chain Planning

Inventory Management : Transformed inventory management by designing and deploying advanced analytical systems, enhancing decision-making capabilities, and driving more effective inventory control strategies.

Revenue Surge : Increased inventory accuracy by 20% and streamlined operational processes by overseeing forecasting, analytics, and inventory management for 40+ B2B accounts, contributing to \$250M in annual sales revenue.

Sales Growth : Drove sales growth and improved business performance by delivering strategic insights that directly influenced assortment planning, optimized stock replenishment cycles, and enhanced customer acquisition efforts.

Team Leadership : Reorganized a 14-member global team into specialized, industry-aligned units, fostering greater collaboration with sales teams, increasing accountability, and improving overall team performance.

Process Optimization : Led a cross-functional executive committee to assess and revamp operational workflows, implementing innovative solutions that significantly improved process efficiency and decision-making speed.

Lifecycle Metrics Implementation : Developed and instituted new lifecycle metrics and processes that improved product management efficiency, aligned with business objectives, and enhanced operational consistency across all accounts.

High-Performance Culture : Cultivated a high-performance team culture by mentoring analysts, promoting independent goal-setting, and standardizing business review processes, ensuring alignment with organizational goals.

The Bartell Drug Company - Seattle, WA June 2013 - Nov 2021

Manager, Planning and Replenishment

Sales Management : Drove \$250M in annual sales by managing inventory, pricing, and analytics/forecasting for all OTC items, executing strategic inventory management and pricing plans that optimized product availability and market competitiveness.

Inventory Planning : Streamlined inventory planning by creating and implementing the company's first Open to Buy process and reporting system, significantly improving decision-making and forecasting accuracy.

Post-Acquisition Integration : Spearheaded post-acquisition planning and integration efforts following Rite Aid's acquisition of Bartell Drugs, aligning inventory, replenishment, and pricing strategies to ensure seamless operational transitions while maintaining sales momentum and customer satisfaction.

Operational Efficiency : Enhanced operational efficiency by leading the transition from store-level buying to centralized buying, piloting the creation of a company-wide store replenishment process.

Profitability & Competitive Positioning : Boosted profitability and competitive edge by developing a key item pricing strategy, expanding the program to include data from six competitors, resulting in improved market positioning and pricing accuracy.

Talent & Team Development : Recruited, promoted, and transformed a replenishment-focused team into a high-performing, analytics-driven group, advancing talent across key functions like Inventory Planning, Category Management, and IT.

Cross-functional Collaboration : Established category teams that integrated inventory analysts, category managers, and planogram analysts, while managing relationships with replenishment and pricing system vendors to ensure seamless operations.

Super Supplements - Seattle, WA June 2009 - June 2013

Inventory Planner

Inventory Optimization : Drove merchandise sales, margin growth, and optimized inventory for over 200 brands by effectively managing purchase orders and planning receipts across all categories.

KPI Reporting : Improved inventory visibility and minimized stockouts by developing and implementing the company's first KPI reports, including out-of-stock reporting, enhancing decision-making processes.

Open to Buy System : Established a robust Open to Buy system, enabling accurate forecasting and inventory management, significantly improving purchasing efficiency and reducing excess stock.

Procurement Process : Streamlined procurement for special orders, reducing lead times and improving order fulfillment by creating an efficient, standardized process.

NAV System Transition : Enhanced planning accuracy and operational efficiency by leading the transition from Excel/Access-based planning to the NAV system, ensuring seamless data integration and real-time tracking.

Cash Flow Management : Reduced company inventory by 10% within three months, implementing strategic inventory optimization initiatives that improved cash flow and operational efficiency.

Financial Oversight : Ensured precise financial oversight by managing inventory accounting for \$30M in sales, maintaining accurate records and supporting effective budget management.

Post-Acquisition Planning : Seamlessly integrated planning systems with Vitamin Shoppe post-acquisition, aligning processes and ensuring smooth operational continuity across both companies.

iFLOOR, Inc. - Tukwila, WA Mar 2008 - Dec 2008

Senior Planner

Inventory Reduction & Sales Retention : Accomplished a 33% reduction in inventory year-over-year while maintaining sales levels by spearheading the development and execution of a new inventory strategy across all categories.

Merchandise Plan & Open to Buy System : Engineered and launched the company's first Merchandise Plan and Open to Buy system, streamlining inventory management and aligning purchasing decisions with revenue and margin goals.

Planning Process Development : Pioneered the creation of the company's planning process, establishing standardized procedures that enhanced operational efficiency and aligned teams with business objectives.

Category Management & Profitability : Directed inventory, sales, margin, and planning strategies for all categories, with a dedicated focus on hardwood lines, driving category profitability and performance.

Amazon.com - Seattle, WA July 2006 - July 2007

Control Buyer, Home Entertainment, Wireless Phones

Home Entertainment Sales : Drove \$120 million in sales for Home Entertainment, surpassing the previous year by 300%, by strategically managing category planning and aligning inventory to sales objectives.

Supply Chain Efficiency : Reduced lead time by 14 days and eliminated 95% of problem receive units by spearheading operational changes with a top Wireless accessories distributor, significantly enhancing supply chain efficiency.

Open to Buy & S&OP Integration : Developed and executed a comprehensive Open to Buy plan, in collaboration with Finance, aligning inventory and sales strategies, and delivering accurate S&OP forecasts to distribution centers.

Vendor Performance Optimization : Optimized vendor performance by managing relationships and holding vendors accountable to operational excellence, improving supply chain reliability and product availability.

Inventory Flow & Efficiency : Streamlined inventory flows across multiple warehouses, reducing excess stock and ensuring alignment with category budgets, improving overall

inventory efficiency.

Starbucks Coffee Company - Seattle, WA Sep 1998 - July 2006
Product and Channel Manager, Licensed Stores (2004 - 2006)
Cost Reduction & Bravo Award : Reduced company costs and earned the Bravo award by leading a cross-functional team to successfully launch a menu insert program across four major licensees, impacting approximately 1,000 stores.
Beverage Portfolio Growth : Expanded wholesale Beverage portfolio to \$100 million by introducing new products to licensees and ensuring consistent product availability, driving revenue growth.
Market Test Participation : Pioneered licensed store participation in market tests, coordinating eight market tests over two years, marking the first involvement of licensed stores in these initiatives.
New Product Launches : Generated \$5.6 million in wholesale revenue by launching 11 new beverages into licensed stores over two years, significantly contributing to the growth of the beverage segment.
Budget & P&L Management : Directed LS Beverage budget and P&L, ensuring financial alignment with business goals and driving profitability through effective cost management and revenue generation.
Demand Forecasting : Led demand forecasting efforts, ensuring accurate projections and alignment with supply chain needs.
. Additional Experience as Demand Planner/Forecaster (Supply Chain) , Merchandise Analyst (retail) at Starbucks Coffee Company ,Inventory/Distribution Analyst, Sales Lead/Specialist at REI (Recreational Equipment Inc) - Kent, WA.
EDUCATION
Bachelor of Arts, Political Science (International Relations) ,Georgia State University
APICS classes ,Internal & external classes on Project Management, Diversity, Communications, Inventory Management, Forecasting, Leadership
VOLUNTEER EXPERIENCE
Board of Directors, Current Director and Past President, Northwest Associated Arts, Board of Directors, The Hi-Liners, Des Moines, WA ,Board of Directors, John Knox Preschool, Normandy Park, WA ,Commissioner, City of Burien Arts Commission, Burien, WA

Admin Uploaded Files

There are no admin uploaded files for this applicant.

Documents

There are no documents for this applicant.

References

Please fill out the information below regarding references.

Note: If you are unable to provide a phone number, enter 000-000-0000. If you are unable to provide an email address, enter noreply@noemail.com

No References Available

Job Questions

Citizen Advisory Committee(s) | Score Total - 0

| Question | Answer | Score | Disqualifier? |
|---|---|-------|---------------|
| Are you over 18? * | Yes | 0 | |
| Are you a Des Moines Resident? * | Yes | 0 | |
| How long have you been a Des Moines Resident? * | This question was not answered. | | |
| If no, please list the City in which you currently live. And do you own a business in Des Moines? If Yes, please list. * | NA | | |
| Please select from the following Committees that you are interested in applying for: * | Airport Advisory Committee | 0 | |
| If you are applying for a specific committee, explain how your experience and perspective would directly contribute to the committee and surrounding community. * | My entire life, I've lived near airports. First, where I grew up outside of Atlanta, and since I moved to the Seattle area 30 plus years ago in Burien and Des Moines. I saw the effect the airport had on my family's business growing up, and the effect it has on businesses and homes here in Des Moines. As a business person with a background in planning and forecasting, I feel I can add an analytical perspective to the committee. I've also served on and led a handful of community organizations that I feel can help as well. | | |
| Please list any related professional and or community activities that you are involved in. * | Board of Directors, NW Associated Arts, Director and past President | | |
| Can you attend evening meetings? * (Archived) | Yes | 0 | |
| Can you attend daytime meetings? * (Archived) | No | 0 | |
| Serving on a committee requires a time commitment. Approximately how many hours each month can you devote to the City Committee? * | 4-6 | | |

| | | |
|---|---------------------------------|---|
| Can you attend weekend meetings? * <i>(Archived)</i> | Yes | 0 |
| Have you previously applied for or served in any elected or appointed positions, committees, advisory boards, or commissions in the City of Des Moines? * | No | 0 |
| If yes, please list the position(s), including your role and dates of services. * | NA | |
| Date available for appointment to committee: * | 04/15/2025 | |
| Please select your meeting availability below: * | This question was not answered. | |
| Are you related to anyone presently employed by the City or a member of a City Board/Committee? * | This question was not answered. | |
| If yes, please list family member below: | This question was not answered. | |
| Do you currently have an ownership interest in any real property within the Des Moines Planning Area (excluding your primary residence or any property used solely for business purposes)? * | This question was not answered. | |
| If yes, please describe below: Property Address: Type of Property: (e.g., residential, commercial, vacant land) Nature of Ownership (e.g., sole owner, joint owner, trust beneficiary) * | This question was not answered. | |

Additional Questions

Personal Information *(Archived)* | Score Total - 0

| Question | Answer | Score | Disqualifier? |
|---|--------|-------|---------------|
| Are you authorized to work in the United States? | Yes | 0 | |

Proof of I-9 status required upon hiring. Positions in the Police Department require U.S. citizenship per RCW 41.12.070. *

Do you have a valid driver’s license? Yes 0

DL #: This question was not answered.

State: This question was not answered.

After reviewing the job announcement, can you perform the essential functions of the job with or without reasonable accommodations? If you check yes, the staff person coordinating this recruitment will send you a request asking for additional information. (This confidential information is solicited for the purpose of providing reasonable accommodation only). * Yes 0

Do you currently smoke or use any tobacco product? Because of the known effects of tobacco use, the City of Des Moines does not hire applicants who use tobacco products. * No 0

Are you related to or residing with a current employee of the City of Des Moines? * No 0

If yes, provide employee name and relationships: This question was not answered.

Have you previously been employed by the City of Des Moines? * No 0

If yes, please give title and dates of employment: This question was not answered.

Personal Information | Score Total - 0

| Question | Answer | Score | Disqualifier? |
|---|---------------------------------|-------|---------------|
| To support community engagement and language access, are there any | This question was not answered. | | |

languages (other than English) that you speak, read, or write fluently? This question is optional and will only be used to support inclusive communication and outreach as part of committee work.

Veteran's Scoring Criteria (Veteran's Preference) (Archived) | Score Total - 0

| Question | Answer | Score | Disqualifier? |
|---|--------|-------|---------------|
| Are you considered a veteran under these standards? * | No | 0 | |
| Have you ever obtained employment utilizing veteran's scoring criteria? * | No | 0 | |
| Are you currently receiving any military retirement benefits? * | No | 0 | |
| Are you claiming veteran's scoring criteria for this position? | No | 0 | |

(If yes, a DD-214 will be requested at a later date.) *

Applicant Statement

I declare that all statements and answers in this application are true and complete and agree that any untrue or misleading answer, omission, concealment or failure to answer any questions fully, completely and accurately may be grounds for terminating my employment, regardless of when it is discovered. By completing this application, I give this employer the permission to validate some of my answers with the appropriate authorities/institutions.

I authorize this employer or its agents to investigate my references, to review my former employment record and to keep and preserve records of such investigations. Additionally, I release all parties from liability for any damage that may result from furnishing information to this employer or its agents.

I agree to the above.

Signature: Steve Reagin

Date: 2025-04-15 06:33:05pm

IP Address: 71.231.225.221

Signature

Date