



Board Meeting Minutes

8.20.2020

Attendance : Joanne McCaughan, Cristina Rodriguez, Jace Denton, Linda Myers, Jim Hutcheon, Mel Bilodeau, Ben Witten, Grace Cox (*Staff Representative*), Fern Moore (*Board Coordinator*)

Absent: Fred Medlicott, Peter Brown

Agenda

Agenda Review

Announcements

Mission Statement

Commitments Review

Staff Report

Committee Reports

Call of action Defund the Police

Social Media Account Interactions

Covid Emergency Part time Hiring Proposal

Board Budget 2021

Board Elections

Commitments

Meeting Eval

Next Facilitators

Executive Session

Announcements

- Peter and Fred are unable to attend tonight's meeting
- Jim announced that the cards written to Staff went out today. Grace shared that they were very well received. She wants to double check that everyone got one. Thank you all for doing that.

Commitments Review

- ***Joanne will contact Monica to write up an article about the Hummingbird Project***

In process. There is a draft .

- ***Fern will send out the board budget process to all***
Complete

- ***Peter and Linda will meet to prep the Board budget request***
Complete

- ***Fern will email Hiring Committee about Jamies proposal from 2018***
Complete

- ***Fern will have Erin send a Hiring update to the Board***
Complete

- ***Fern will send Board notes about the old organizational subcommittee***
Complete

- ***Fern will send shared expectations from prior notes***
Pending

- ***Fern will email process support coordinator for copy of the document from MRC***
Complete

- ***Jim will organize cards for staff via email***
Complete

Staff Report

For this month's Staff Report, Grace wanted to focus on what has been hardest for Staff in terms of internal communication.

The acceptance of face shield use as a barrier was changed again, approval of this method went back and forth. This has caused some internal conflict among Staff. There are Staff that due to medical accommodations, can't wear a mask and it appeared face shields would also be taken away. 6-8 Staff wrote a document to All Staff talking about the issue as a group and indicating that 'bullying was used when Staff wearing masks, were called out for being demanding and glaring at other workers etc. The affected group wanted to make it stop and are really trying to regain respect even if they can't wear a mask. A Facebook post went out on the Co-op page reinforcing the mask requirement which re-triggered all the people who can't wear masks. It has calmed down and most people that can't wear masks are using one of two things, one being a drape at the bottom of the face shields. Personnel has met with all people that can't wear a cloth mask and have gotten medical verification from health care practitioners. In general things have calmed down. We have received messages from Members when they see a person not wearing a full mask stating that this makes them uncomfortable.

Joanne asked how often we get comments from Members.

Once a week maybe, not that often.

There is a separate issue with one person that is not a medical accommodation. There has been a personal accommodation made and they will be given tech support to work from home.

We are training 2.5 new people. It is nice to have new people around. Two new Staff have been confirmed to the Collective, Travis and Chris. The Board will review the Temporary Hiring Proposal later in this meeting.

Linda- Personnel notified her that L and I was called by a Staff person about masks. Who handles the issue when a Staff person doesn't comply

It would fall to the floor coordinator. It may not be a clear agreement that the person would go home. Fern added that the Staff drama around this issue pivoted when we were notified that L and I was called. The Liquor Board called because they were notified that a staff person was just wearing a face shield.

People are taking it seriously and personnel is doing a great job.

Jim notes that in between the initial complaint there are fines and inspections before being shut down. He has spoken to the Personnel Coordinator and it has been made clear what the consequences are of no compliance. The Task Force and coordinators are documenting everything we are doing. We had to provide that to L and I upon the call and it was deemed adequate to them then. We are meeting the demands that has put a lot of work on people and they have done a great job as well.

Committee Reports

Advocacy – no report

Co-Sound – no report

Expansion –discussed a proposal put forward by Staff member on ways to adapt the Co-op. After discussion it was more than we could take on and tasked two Members to craft a response to the proposal.

Eco Planning – no report

Finance – the situation has improved and Sales have picked up at both Stores. The last report freaked Staff out. But things are going better and we are working on being prepared for all the possibilities. Finance is closely monitoring weeks sales and details where we can cut expenses and labor. The loan we approved we decided to not take, because we don't need it. The first six months margin report was good. Finance is starting the 2021 budgeting process and is changing it a little this year. We are going to provided growth and sales targets to Departments using a rolling weighted average to project the coming weeks and quarters.

Local - met with Outreach Members and discussed ways to partner. We were asked to try and contribute text for the next Spoonful newsletter. We are working on scheduling another meeting to determine what we can accomplish with remote meetings.

Member Relations – had a productive meeting at which we discussed the Annual Meeting and Charter revisions. The Annual Meeting will be challenge and working on that is important to get done soon. We need to meet the deadlines with urgency and we are effectively meeting our goals. We will be meeting every two

weeks. Mel committed to talk to Dave from Pacific Sound, he thinks it would be 2-3 hundred dollars to host the meeting.

Personnel – We are losing longtime Staff member Ami, she has been an important part of the Personnel team. She is retiring! She has also been an incredible asset on Conflict Resolution and has a deep interest and care with restorative justice. We talked about masks and the masking policy. We heard about the work that has been and what is required. A great deal has been done here and Nichelle has done a great job keeping up with neurotic demands. No current situation rose to a level of action. One situation that required investigation has gone thru Con Res and the parties involved have reached a resolution.

Standing Hiring- reviewing applications.

Community Sustaining Fund (CSF) Liaison – reviewed funds from the last quarter which were fairly low compared to other quarters. We want to be sure people are still thinking about the round up for CSF and perhaps the Round up buttons could be dug out and used at the registers again. We are continuing our work with Kiwanis with the Sue Lundy fund. \$2,500 to \$3,000 was raised and will be distributed to different projects.

Elections Task Force- The task force is comprised of Jim, Linda, Mel, and Fred. Jim will organize a meeting. Robyn did work on the application and added a line about asking for applicants from under represented groups to increase Board diversity. We talked about recruitment and we remind everyone to reach out to people you know.

Board Pages Task Force- The task force is comprised of Fred, Jim, Grace and Mel.

Capital Campaign - The task force is comprised of Jim, Peter, Fred, and Ben.

Accountability Subcommittee- This group is comprised of Linda, Joanne and Mel.

Social Media Interactions

Ben will share feedback with Member Relations and Outreach.

Call of Action Defund the Police

SEE ATTACHED DOCUMENT #3

Joanne was contacted by the group that is the signature there. Mel signed her name and she was identified as the Olympia Food Co-op, if we need to modify that we will.

Feedback:

Joanne feels that it is strong statement. She has trouble with the word abolish, but she would Stand Aside.

Jim is in favor of supporting it.

Jace supports it and thinks it would be a good opportunity for us to make a decision in a appropriate amount of time.

Grace would support this, it is in alignment with what Staff has consented too. This also comes from a diverse authorship and this is a strength to the statement.

Ben would Stand Aside.

Cristina feels that this is a good example of solidarity and next steps from the Co-op.

Linda is on the fence on a Stand Aside, because of the one word abolish, there are different nuances to what that means. She will not consider blocking.

Proposal

Call of Action Defund the Police Statement

Consent

Stand Aside- Joanne, Ben

- Joanne will contact the call of action request with our approval

Covid Emergency Part time Hiring System Proposal SEE ATTACHED DOCUMENT #2

This proposal has been through two rounds of feedback and is on its final round . It's remarkable that we have gotten this far with this proposal. We have had lots of other opportunities to implement temporary workers and this is the closest we have gotten in years to an agreement. This will give us the best shot at getting already trained people able to take on hours of work. Its to cover just the hours we are working but every hour we work, we are doing three jobs at the same time. We are all ready to make this leap and we hope the Board will support the proposal

Feedback:

Joanne is concerned that the people who are taking these positions will not be eligible to receive health insurance.

People have said that we should pay them more per hour because we cannot offer health benefits.

Joanne shares that this seems ironic, because we are in a health crisis but she feels we need to have the discussion before we decide on this tonight.

Grace appreciates that but she thinks our plan does not function that way there are cheap options via the State that we can share with them.

Jim asked what is the sunset period on this? When will be it revisited?

It would be great to add that in , perhaps on a 3 or 9 month report back. Grace shares that maybe 5 or 6 times we have had temporary workers including paid cashiers. The fact is that Staff are the people who feel bad and see the errors and inequities of the system. We know that we don't want to do it in perpetuity and we don't people working who don't have a role in managing their own work. If this can stand then maybe we can ask for more from it. Staff will start breaking down if we don't get something done.

Proposal

The Co-op will create a Covid Emergency Part Time Hiring System.

This system will be for temporary hiring of qualified Working Members as needed. The procedures are outlined and proposed below:

Consent

Next Steps:

The Board would like a quarterly report on this program.
Also if there is a simple way to respond to the Boards inquiry on providing health care.

- Grace will contact Hiring with the results of the proposal and requests

Board Budget 2021

SEE ATTACHED DOCUMENT #1

Linda and Peter prepared this draft budget for the Boards review.

Feedback:

Linda thinks that the Annual Meeting expenses are less than previous years, and we may be able to work with that as we are not spending money on an unperson event. She would be inclined to bump that meeting expense budget up. A big expense is the mailing. It would be nice to plan for regular meeting next year. She proposes to move the Annual Meeting Budget to \$12,000.

Grace reminds this is a first budget request. Finance CAT could come back and ask us to cut our budget.

Jim feels that capital campaign estimate is sufficient and supports moving the Annual Meeting budget up would make it normal.

Proposal

**The Board approves the first draft Board budget
Consent**

Board Elections

The Task Force met and made some changes to the Board application. They added a line about diversity and changed the dates.

Grace brought up the concern about the language ‘underrepresented groups’

Proposal

The Board approves the revised 2020 Board application
Consent

Proposal

The 2020 Board application period will be August 21st to Sept 30th
Consent

Proposal

3 seats each of 3 years ,will be up for the 2020 Board Election
Consent

- *Fern will get a copy from Jim of proposed application for notes*
- *Linda will check with Robyn about election materials*
- *Grace will ask about application language within co-op community*

Commitments

- *Joanne will contact Monica to write up an article about the Hummingbird Project*
In process. There is a draft .
- *Joanne will contact the call of action request with our approval*
- *Grace will contact Hiring with the results of the proposal and requests*
- *Fern will get a copy from Jim of proposed application for notes*
- *Linda will check with Robyn about election materials*
- *Grace will ask about application language within Co-op community*

Meeting Eval

- We haven't had our Annual retreat. Jim and Joanne will talk about this.
- Clapping
- Mel would like a reminder to go out to Staff that they are welcome to these meetings. *We were contacted this week and the meeting link was sent out to that person*
- Grace will send out the link for future meeting to All Staff and will send out approved notes
- Jace thanks you for the use of the Stand Asides on abolish. It feels like growth from our previous attempts.

Next Meeting

Facilitators

Mel and Jim

Executive Session

No session needed

Decisions out of Meeting

1. **Approval of July Meeting Minutes** - decision made via email

Consent

Attached Document

1. Board Budget 2021

Board Budget Proposal for 2021

As one can see the bulk of the Board's budget is to support the annual meeting. This includes all the outreach materials, ballots, venue rental and food.

Food for our monthly meetings averaged about \$900 per year and \$75 per meeting.

Training is probably not an accurate figure, because I know last year alone that I attend two different trainings, one around personnel and another around workplace awareness in regard to matters of race and gender which were more than the \$115 noted from Corey.

There are initiatives that the Board is discussing for the coming year that will require funding from the Capital Campaign needing a consultant, a formal Board retreat/training and another that I cannot remember.

For 2021

Meals	\$750
Trainings	\$2,000
Capital Campaign	\$5,000
Annual Meeting	\$8,000

Figures supplied by Corey

<u>Year</u>	<u>Meals</u>	<u>Trainings</u>	<u>Annual Meeting</u>
2020	\$203		
2019	\$1261	\$115	\$11,931
2018	\$575	\$1749	\$10,587
2017	\$942	\$754	\$11,803
2016	\$792	\$974	\$11,809

2. Covid Emergency Part time Hiring System Proposal

TO: The Staff Collective

FROM: Sylvan, Erin and Harry from Hiring Team and New Staff Training Coordination

RE: Covid Emergency Temporary Hiring Proposal

7/17/20

BACKGROUND

Financial and Staffing realities at the Co-op (and the world) are in great flux. We don't know how long and how seriously the Corona Virus will last. We don't know how it will impact our viability. We don't know where our sales will be in 3, 6, 12, or 18 months. We don't know when we can re-open the salad bar. We don't know if members will return to eating ready to eat food that we prepare. We don't know if any of us will become infected (We sure hope not, knock on wood). We are in an ongoing state of impermanence.

At the same time, we are experiencing a high amount of staff turnover and may experience more in upcoming months. Even with the ex-Staff we hired as temporary workers, we are struggling to cover all our open shifts.

Given the state of impermanence, hiring new staff to be collective members/managers involves risk. As our sales decrease and vary, we need to be flexible and be able to decrease labor costs as needed. Hiring more collective members increases labor costs in a number of ways:

- Extensive training costs- We spend 100 to 200 hours training new collective members
- Health Care Expense- For each staff person we add to our Health Care Plan, we add liability up \$50,000 in expense. This is per person and includes dependents.
- Other expenses include accruing vacation leave, optional retirement benefits, and adding Staff discount expense
- Regular Collective members are able to work in excess of 40 hr/wk which impacts overtime expense

We would love to provide these benefits and afford the expenses for Collective hires... and really, everyone in need. But that will be very challenging if our sales and cash consistently decrease. We did consent to hiring in August and will be welcoming 2-3 new Staff Hires.

We believe that the way to address financial impermanence during Covid, is to develop some simple temporary hiring processes and procedures. We are providing a proposal

for Covid Emergency Temporary Hiring. It is proposed to be used throughout this emergency crisis only. We are not proposing that this be a permanent solution to paid staffing at the Co-op.

This will be in addition to our existing ex-Staff member temporary hires. Nothing is proposed to change with their current status and contract.

PROPOSAL

The Co-op will create a Covid Emergency Part Time Hiring System. This system will be for temporary hiring of qualified Working Members as needed. The procedures are outlined and proposed below:

General Process and Hiring Process

- 1) The Staff will seek approval of this temporary system from the Board of Directors. We propose that Board authorize and approve staff to make these temporary hires of qualified WMs on behalf of the Co-op. Only WM's who have volunteered in the past year are eligible for this temporary hire.
- 2) The Hiring Team will develop a simple application. The application will ask about: what folks are trained to do; availability; ability to provide customer service; & work with diverse groups. The application will request two staff references.
- 3) WMCAT sends an announcement to all WMs that have worked in the past 12 months in the following volunteer positions: cashiering and produce/grocery/bulk/dairy stocking. They inform them that we are hiring WMs into emergency and temporary paid work in these areas. WMCAT includes the application in the announcement with return date deadline to send to the Hiring Team.
- 4) Hiring team reviews applications and sets up short interviews with WMs who are considered qualified applicants for the temporary hiring position. They will check staff references as needed. All applications are reviewed in the same time frame to determine a list of people chosen to be hired. All temporary hires are determined in one process at the same time.
- 5) Hiring team notifies WMs selected to be hired and shares their applications with personnel. Personnel meets with applicants to fill out their 1-9 and W-4 and have them sign a short-term employment contract. The contract will detail agreements and expectations. It will strive to differentiate between this temporary hiring position and Working Member positions. WM's are required to temporarily vacate WM shifts during their temporary hiring contact. The contract will be for 3 months and can be renewed up to three times if agreed upon by the temporary

WM and Sassy Coordinators. Details about the contract and agreements are below.

How Do Temporary Workers get scheduled?

- 1) Sassy will schedule Emergency Temporary Workers after version 1 of Sassy is done. This is the same system used with the ex-staff temporary workers. Collective members *and* Staff Members in the trial period have first dibs on all Sassy shifts through the Shift Board sign up system. Sassy is free to use any and all of the Emergency Temporary workers on the “have been hired” list after Collective members have been assigned signed up for shifts.
- 2) Sassy may choose to pick qualified WMs to be trained and assigned to other positions such as: Order pickers, produce cleanings, inventory, etc. Staff will determine if they are eligible to be trained for Door protocols based on ongoing discussion around this position.
- 3) Sassy, the Covid TF and/or the Labor CAT may choose to develop an additional system to utilize Covid Emergency Temporary Workers for beeped shifts. If they choose, they will propose the system to the Staff Collective for consent.

Who will Administer the Covid Emergency Temporary Workers?

- 1) Personnel will create a simple contract that will outline agreements with Covid Emergency Temporary Hires. Agreements include:
 - a) Rate of pay. The rate is same as the starting wage for new Collective Hires (currently 15.16/hr)
 - b) We will include accrued paid sick leave as required by the State of Washington
 - c) **Proposed to Add: If Covid Emergency Temporary Workers average 20 hr/wk of work, they are entitled to the 20% Staff discount on all purchases (except Beer/Wine/Cider). This discount cannot be combined with any existing 25% WM discounts.**
 - d) Agreements on expectations: no guaranteed work and no need for the temporary worker to guarantee availability; no paid work to exceed 29 hr in any given week; an understanding that this temporary hiring can be discontinued at any time as determined by Sassy Coordinators or at the end of any signed contract. Contracts run for 3 month eriods and can be

- extended by consent of temporary worker and a representative from the Co-op Staff Collective (either from Sassy or the Covid TF)
- e) Emergency Temporary Workers will not have store keys or safe/alarm codes.
 - f) All those who agree to be temporary workers must give up any WM shifts throughout their employment contract as a temporary worker.
 - g) Personnel will get signed agreements and current W4 and I 9 forms
 - h) A written understanding that being hired as a Covid Emergency Temporary Worker does not guarantee regular and ongoing employment at the Co-op. If a worker seeks permanent employment, they must go through the full Collective member hiring process.
 - i) The contract will include a general job description and expectations. We will emphasize how this position differs from the WM position.
 - j) Emergency temporary contract workers can request Co-op Conflict Resolution procedures as needed and be paid for their time. This will be included in their contract.
 - k) This class of Temporary Worker will not have access to Staff Pages or the all-staff email list. They will receive necessary updates that affect their work from a representative of the Covid Task Force. Department Managers may send necessary updates to the Covid Task Force to send to Temporary Workers. Covid Emergency Temporary Workers may claim paid time under the ADMIN code for reading and writing essential emails in communication with the Covid TF or appropriate staff as need
 - l) Covid Emergency Temporary Works may get paid for essential trainings that apply to their paid work as a temporary worker (ie; de-escalation training). Outside of eligible trainings, Emergency Temp Workers are not eligible to be paid for attending Staff meetings

Conclusion

We understand that this is not ideal. We do ask you to consider that we are in an emergency situation concerning our staffing needs. We believe that we need some support and back-up systems if there were to be an outbreak of infection. In additions, we are concerned that prolonged revenue loss and ongoing expenses can lead to financial crisis. This proposal hopes to be one of the many things we consider that help us survive this crisis.

3. Call of Action Defund the Police

Signature + instructions at bottom of letter
2020

August 10,

Call of Action to the City of Olympia

We celebrate the collective effort of our Olympia community to grow and continue the Black Lives Matter Movement locally. From participating in protests and demonstrations, to donating money and supplies to those on the ground, to the hundreds of meetings and conversations happening to build lasting safety, belonging, and well-being for Black and People of Color, Indigenous, Latinx, Transgender, LGBTQIA, Disabled, and other marginalized community members - Olympians are ready for real change, now.

Anti-racism is a multifaceted process, but the time is upon us to move boldly. We must collaborate to build policies that will transform Olympia into the integrated, anti-racist community we aspire to be. Together, we can generate homegrown and transformative strategies that build trust across our city. The ideas put forward by the Black Lives Matter Movement entail justice for African Americans and People of Color, but they also assure a framework for the support and protection of all marginalized members of society. Balance and inclusion will come when we focus on policies built on such a framework as it is voiced by the people.

To this end, we demand the City of Olympia:

1. **Acknowledge All Black Lives Matter** as an entity standing to uplift politically, economically, and socially marginalized people.
2. **Declare Systemic Racism** a public health concern.
 - Develop an anti-racism strategy for the City of Olympia that actively dismantles white supremacy within its departments and all operations/contracting.
 - Engage in public activities and dialogue to foster trust and community healing, on the terms of those who experience racism and anti-Blackness as well all marginalized communities in Olympia.

3. **Decriminalize BLM demonstrations/rallies/assemblies** and immediately stop arresting BLM protestors. Drop charges for all who are being held, as well as for those who have been released.

4. **Immediately halt the use of chemical weapons**, including those banned by the Geneva Convention, during the COVID-19 pandemic and beyond. These weapons threaten the health and lives of those with respiratory conditions and chronic illness and, alongside other harsh tactics, contribute to the spread of COVID-19 while cases skyrocket.

5. **Defund, demilitarize, and abolish the Olympia Police Department. Redirect resources toward a new model of public safety responsive to the history of policing and the failures of incremental reform.** We propose the following framework for a transition:

- Halt the police union collective bargaining and contract negotiation process until participatory boards are in place.
- Immediately begin developing and implementing a plan that removes lethal force from officers responding to all nonviolent crime service calls.
- Place OPD under the control of an elected **Community Control Management Board (CCMB)**, fully staffed with its own employees and budget. The CCMB will also work alongside a **Reconciliation and Equity Oversight Board (REOB)** to advise the council on all matters related to public safety and criminal justice. The REOB, comprised of Black, Indigenous, Latinx, Transgender, LGBTQIA, Disabled, and other marginalized community members, would have the power to:
 - Immediately cut OPD's budget by 50% for redistribution under the oversight of the REOB.
 - Freeze police force hiring, including the hiring of a new Police Chief.
 - Reallocate OPD funds and law enforcement functions to community-based safety programs, especially those that secure people's basic needs like housing, food, health care, education, childcare, etc., again under the oversight of REOB.

While we realize this reorganization will take time, there is much that can be done immediately.

Our communities of color are ready to lead.

We call on the City Council to act: to take good faith measures toward these five demands and engage community partners without unwarranted delays.

Please [click here](#) to add your name!

Signed By: Amplified Voices of Olympia

Endorsed by Olympia Democratic

Socialists of America (Oly DSA)

Mercy Kariuki-McGee

Owner, Shirro's Plate

Olympia, WA

Kylen Ellwood Clayton

Owner, Unicorn Gardens

Olympia, WA

Brighida deVargas

Owner, Eastside Urban Farm & Garden Center

Olympia, WA

Amber Markland

Owner, Sift and Gather

Olympia, WA

Nellie and Joe Riehle

Owner, Color My World Childcare

Olympia, WA

Jazmine Fox-Stern

Owner, Olympia Roling Center

Olympia, WA

Christina Lagdameo

Co-owner, True Self Yoga

Olympia, WA

Jessica Ryan

Owner, Wisteria Moon Massage & Yoga

Olympia, WA

Jennifer Shafer

Licensed Mental Health Counselor

Olympia, WA

Paris McClusky

Executive Director of environmental non-profit

Olympia, WA

John Kersting
Teacher
Olympia, WA
Lea Finnell Townsend
Mental Health Counselor
Olympia, WA
Eleanor Steinhagen
Communications Specialist
Olympia, WA
Susan Stack
Olympia, WA
Syd Locke
State employee
Olympia, WA
Keoki Kauano
Olympia, WA
Arisa Nogler
Nurse
Olympia, WA
Ashly Elstrom
Mother
Olympia, WA
Audrey Schissell
Computer Programmer
Olympia, WA
August Waldron
Student Teacher
Olympia, WA
Cory Miller
Customer service representative
Tumwater, WA
Patrick Bruen
Olympia, WA
Fred Medicott
Co-op Developer
Olympia, WA
Erich Brown
Director retail and attractions
Olympia, WA

Debra Peri
Olympia, WA
Kenny Farver
Olympia, WA
Miguel Louis
Economics for Everyone
Olympia, WA
Chelsea Gustafson
Olympia, WA
Martha Eden
Business Owner
Olympia, WA
Zoltan Grossman
Olympia, WA
Lauren Janda
Olympia, WA

Mel Bilodeau
Mel O'Soup
Board of Directors Olympia Food Coop
Olympia, WA
Tela Hogle
Tela Hogle Music Studio
Music Instructor
Olympia, WA
Jamie Brayshaw
Co-owner, Octapas Cafe
Olympia, WA
Meave Short
Bar owner/ tender, The Crypt, LLC
Olympia, WA
Dan Leahy
Olympia, WA
Laurie Armstrong
Student
Olympia, WA
Talitha Thalya
Owner, Raventree Designs
Olympia, WA

Sofie Landis
Owner, Sofie's Scoops
Olympia, WA
Tamara Smith
Moms Against Police Brutality
Olympia, WA
Kirsten Harris
Voter, Business Owner
Olympia, WA
Gabrielle Perez
Therapist
Olympia, WA
Joseph Andreotti
Olympia, WA
Robyn Sowers
Mental Health Counselor
Olympia, WA
Christopher Stegman
Owner, Puget Painting & Home Repair
Olympia, WA
Lenore Miller
Retired state employee
Facilities Planning & Management
Olympia, WA