



ORDINANCE NO. 28866

1 BY REQUEST OF MAYOR WOODARDS, DEPUTY MAYOR USHKA, AND
2 COUNCIL MEMBER BLOCKER

3 AN ORDINANCE relating to public health, safety and welfare; amending various
4 sections of Title 1 of the Tacoma Municipal Code, relating to Administration
5 and Personnel, to codify the Office of Equity and Human Rights as an office;
6 and to add transformation of the City into an anti-racist institution to the
7 official duties of the City Manager.

8 WHEREAS the City Council first recognized the City's need to formally
9 review equity considerations in City policy-making by the adoption of Resolution
10 No. 39893, "Health and Equity in All Policies," and Resolution No. 39019, "Equity
11 and Empowerment Initiative Framework," and

12 WHEREAS, on June 30, 2020, the City Council adopted Resolution
13 No. 40622, affirming the City Council's desire to go beyond reviewing polices and to
14 dedicate and commit to comprehensive and sustained transformation of all of the
15 institutions, systems, policies, practices, and contracts impacted by systemic
16 racism, and

17 WHEREAS Resolution No. 40622 directed the City Manager to:

18 (1) Keep anti-racism as a top priority in the process of budget development
19 and prioritize anti-racism in the planning of an economic recovery strategy following
20 COVID-19;

21 (2) Prioritize anti-racism in the evaluation of new policies and programs, as
22 well as the sustained and comprehensive transformation of existing services, with
23 initial priority being given to policing;
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1 (3) Assess the current state of systems in place at the Tacoma Police
2 Department in consultation with police reform experts, and give specific attention to
3 how current policies and existing studies, agency composition, hiring, promotions,
4 staffing levels, training, and accountability systems align to create just outcomes,
5 and to use this assessment as a foundation for the work of comprehensive
6 transformation;

7 (4) Actively seek and implement interim administrative changes and process
8 improvements that can legally be taken immediately to improve transparency and
9 accountability in policing; and
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11 (5) Work with the Mayor and City Council to build a legislative platform at the
12 local, state, and federal levels that works to transform institutions impacted by
13 systemic racism for the greater equity and wellbeing of all residents of Tacoma,
14 Washington State, and the United States, and
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16 WHEREAS it is the City Council's intent that the transformation efforts being
17 made by the City last beyond the current City administration and be added to the
18 responsibilities of the City Manager, and
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20 WHEREAS the City Council recognizes that the City Manager's internal
21 Office of Equity and Human Rights has been a leader in the City's transformation
22 efforts, and believes this office needs to be officially recognized in the Tacoma
23 Municipal Code to ensure the City's transformation efforts continue, and
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25 WHEREAS the City Council requests that the Public Utility Board impose
26 similar duties on the Director of Utilities related to anti-racist transformation efforts,
and



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WHEREAS the City Council hereby finds that these changes are necessary

to preserve the public health, safety, and welfare; Now, Therefore,

BE IT ORDAINED BY THE CITY OF TACOMA:

Section 1. That Chapter 1.06 of the Tacoma Municipal Code is hereby amended to read as set forth in the attached Exhibit "A."

Section 2. That if any provision of this ordinance or its application to any person or circumstance is held invalid, the remainder of the ordinance or the application of the provision to other persons or circumstances is not affected.

Section 3. That the City Clerk, in consultation with the City Attorney, is authorized to make necessary corrections to this ordinance, including, but not limited to, the correction of scrivener's/clerkal errors, references, ordinance numbering, section/subsection numbers, and any references thereto.

Passed _____

Mayor

Attest:

City Clerk

Approved as to form:

City Attorney



EXHIBIT "A"

TITLE 1.06
ADMINISTRATION

1.06.070 Administrative service – Departments and offices.

The administrative service of the City shall be organized into departments and offices, which are hereby continued, created, or established as follows:

Department or Office	Administrative Officer
Finance Department	Director of Finance
Community and Economic Development Department	Director of Community and Economic Development
Planning and Development Services Department	Director of Planning and Development Services
Neighborhood and Community Services Department	Director of Neighborhood and Community Services
Human Resources Department	Director of Human Resources/Personnel Officer
Information Technology	Director of Information Technology
Public Works Department	Director of Public Works
Environmental Services Department	Director of Environmental Services Department
City Attorney's Office	City Attorney
Office of Hearing Examiner	Hearing Examiner
Police Department	Police Chief
Fire Department	Fire Chief
Office of Government Relations	Government Relations Officer
<u>Office of Equity and Human Rights</u>	<u>Director of Equity and Human Rights</u>

1.06.110 City Manager – Duties.

The City Manager shall have all powers contemplated by the Charter and City ordinances. ~~He~~The City Manager shall be the chief administrative officer of the general City government and shall supervise and be responsible for the effective management of the administrative affairs of the City and shall supervise all City departments and offices, except as is otherwise provided by the Charter, State law, or ordinances. ~~He~~The City Manager shall be responsible for the proper execution of the policies set by the City Council and the enforcement of all laws and ordinances. ~~He~~The City Manager shall be responsible to the City Council for the efficient and economical conduct and operation of all City departments and offices under ~~his~~the City Manager's jurisdiction. ~~He~~The City Manager shall keep the Council informed of the conditions and needs of the City and shall make such reports and recommendations as ~~he~~the City Manager may deem desirable or as may be requested of ~~him~~the City Manager by the City Council; prepare and submit to the City Council the proposed annual preliminary budget for the general government; see that City expenditures do not exceed amounts available for expenditures; supervise the purchase, lease, rental, use, maintenance and assignment of City property required by the various departments and offices of the general government of the City; appoint, remove, suspend and discipline all officers and employees of the City under ~~his~~the City Manager's jurisdiction, subject to the civil service provisions of the Charter and except as otherwise provided therein, or



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by State law, or ~~he~~the City Manager may at ~~his~~their discretion authorize the head of a department or office responsible to ~~him~~them to appoint and remove subordinates in such department or office; fix and establish the number of employees in the various City departments and offices under ~~his~~the City Manager's jurisdiction and determine their duties and compensation, subject to the approval of the City Council; exercise all powers conferred by law upon the City but not specifically conferred upon any official; take or cause to be taken or recommend to the City Council in the proper case all and every action necessary to protect the best interests and promote the welfare of the City; and perform such other duties and have and exercise such other powers as may be prescribed by law. ~~He~~The City Manager shall have the right to attend all meetings of the City Council and to take part in discussion of matters coming before the City Council, but ~~he~~the City Manager shall not have the right to vote on any such matter. The City Manager shall develop policies, practices and strategic investments to reverse racial disparity trends in the community and eliminate institutional racism at the City of Tacoma to ensure that outcomes and opportunities for all people are no longer predicable by race. The City Manager shall ensure all departments and offices incorporate racial equity principles in all aspects of strategic planning and budgetary planning. The City Manager shall provide to City Council, on at least an annual basis, a formal report on the progress in advancing equity, including progress on City racial equity action planning and specific departmental progress towards contracting and workforce diversity goals, and any other goals as determined by the City Council that impact the racial equity framework.

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