



City of Tacoma

City Council Study Session Minutes

Dial: 253-215-8782 Meeting ID: 894 9617 1192

Webinar Link: www.zoom.us/j/89496171192 Passcode: 896569

October 05, 2021

12:00 PM

JOINT MEETING WITH THE PUBLIC UTILITY BOARD

Call to Order

Mayor Woodards called the joint study session to order at 12:02 p.m.

Roll Call

Present: 6 - Beale, Blocker, Hines, Ushka, Walker and Mayor Woodards

Absent: 3 - Hunter, McCarthy and Thoms

Public Utility Board Members:

Present: 5 - Bushnell, Cohen, Cooley, Patterson, and Watson

Council Members Hunter and McCarthy arrived at 12:07 p.m.

All Council Members and Public Utility Board (PUB) Members participated virtually.

Joint City Council / Tacoma Public Utility Board Briefing Item

1. [21-0947](#) Class and Compensation Study Final Report

At approximately 12:04 p.m., Shelby Fritz, Director, Human Resources (HR), provided opening remarks on the Class and Compensation Study final report, and introduced Ronnie Charles, National Managing Director and Practice Leader, Mike Verdoorn, Managing Principal Consultant, Deeksha Garg, Consultant, and Megan Olson, Consultant, Gallagher Human Resources and Compensation Consulting; and Kari Louie, Assistant Director, and Jen Peters, Manager, HR. Ms. Louie presented the agenda and background related to the final report, noting the City Council request from the City Manager's 2018-2019 performance goals, and the request for proposal.

Council Members Hunter and McCarthy arrived here, at 12:07 p.m.

Mr. Verdoorn presented on the Classification and Compensation Study, including members of Gallagher’s Public Sector Practice team; project components; key definitions, noting internal equity, external competitiveness, total compensation, pay equity, pay compression, and salary structure; the City’s total rewards compensation philosophy adopted in 2019; the current system assessment, noting issues and goals with the classification system and compensation; methodology and results of the classification and job evaluation, noting general characteristics of the classification structure, the Decision Band Method three step analysis; the compensation study, noting benchmarking, surveys, and survey sources; compensation study findings, noting market comparisons, competitiveness, and ranges; the recommended salary structure, noting anchoring it at the 60th percentile of the full market, design changes, an example of the proposed structure, and implementation and cost options; equity review; compression review; total compensation review; incentives and rewards related to compensation and other factors; system administration, noting code changes and other recommendations; and next steps for the consultants. Ms. Louie and Ms. Fritz concluded by reviewing next steps for the City, noting the goal for a mid-biennial budget modification request and an ordinance for salary table and code changes by the end of 2021.

Discussion ensued regarding the original City Council request, executive salaries, additional details that will be provided in the final report, classified versus unclassified positions, steps and career pathways, salary compression, the difference between professions and compensation in private and public sectors, providing a way to consider professional development and education in the step progressions, equity in compensation, keeping the City competitive in the current job market, recruitment and retention, estimated timelines, and future reviews by the Government Performance and Finance Committee.

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The joint study session concluded, and the regular study session convened, at 1:25 p.m.

City Council Briefing Items

- 2. [21-0948](#) Tideflats Non-Interim Regulations Hearing Preparation

At approximately 1:25 p.m., Peter Huffman, Director, Planning and Development Services (PDS), provided opening remarks of the topics to be discussed, including the Tideflats Subarea Plan and the upcoming

public hearing on the Tidelands Non-Interim Regulations, and introduced Steven Atkinson, Principal Planner, PDS, and Steve Victor, Deputy City Attorney, City Attorney's Office. Mr. Atkinson presented a progress update on the Tidelands Subarea Plan, including recent accomplishments related to community visioning, the Baseline Conditions Report, and the public engagement plan; types of engagement and participation rates; progress on milestones and engagement; the Environmental Impact Statement (EIS) overview and alternatives; and the process and upcoming City Council review.

Mr. Huffman presented the Infrastructure, Planning, and Sustainability (IPS) Committee recommendations for the Tidelands and Industrial Land Use amendments, including the scope of the current Tidelands Interim Regulations, noting permit and land use notifications, conversion of industrial lands, residential encroachment, and siting of heavy industrial uses; background; and the IPS Committee process, noting meetings, written comments received, and presentation topics. Mr. Victor outlined the IPS Committee recommendations, noting permitting new and expanded cleaner fuel facilities, petroleum fuel facility projects, national security petroleum fuel facilities, projects which have undergone environmental review and mitigation, and financial assurance. Mr. Huffman reviewed IPS Committee recommendations related to high-impact uses, the Northeast Tacoma slope area, and residential use in the M-1 District, noting elements that are also in review in the Tidelands Subarea Plan process; additional information available online at cityoftacoma.org/tidelandsinterim; and the proposed schedule for a public hearing, discussion, final action, and Washington State Department of Ecology review.

Discussion ensued regarding appreciation for staff and the IPS Committee; goals to prohibit new fossil fuel projects, prohibit substantial increases to existing facilities, and to continue work on regulations through the Tidelands Subarea Plan; the existing liquefied natural gas (LNG) facility on the Tidelands, noting vesting and full buildout versus expansion of the permitted project; mitigation of pipeline throughput; comparison to amendments proposed in May 2021; the Planning Commission's recommendations for Conditional Use Permits to expand public notification and enhance staff review; staff recommendations to implement an enhanced State Environmental Policy Act process instead; the definition of clean or cleaner fuels; comparisons to the Washington State Clean Fuel Standard and Whatcom County regulations; environmental health; efforts to include the environmental and business communities; community feedback; and the upcoming public hearing.

3. [21-0949](#) Systems Transformation

At approximately 2:26 p.m., City Manager Elizabeth Pauli presented an update on systems transformation, including new items, noting the mid-biennium budget modification and American Rescue Plan Act (ARPA) funding, consultant-facilitated cross-departmental review of budget modification proposals, pilot equity training for committee, board, and commission members, Class and Compensation Study findings, extension of Proclamation of Emergency Amended Rule No. 2 relating to utility shut-offs, the presentation on community safety and policing at the September 28, 2021, study session, the request for proposals for the City's communication strategy assessment and recommendations, Community's Police Advisory Committee events to collect feedback on police use of force and oversight, Tacoma Police Department (TPD) Chief recruitment, updates related to impeachment disclosures per Washington House Bill 1088, and development of the anti-racist legislative agenda; and the transformation timeline and history available at cityoftacoma.org/transform.

Other Items of Interest

4. [21-0950](#) American Rescue Act Plan Funding Update

Mayor Woodards reviewed the ARPA funding update presentation originally provided at the September 28, 2021, study session, and brought forward factors for discussion, including the urgent community need, the evaluation criteria, recommendations to fund every proposal that meets at least two of the evaluation criteria, and requests to gather more information on the remaining unfunded proposals and to develop a process for future funding considerations.

Discussion ensued regarding Council Member support, the funding criteria, the goal to reevaluate the remaining unfunded proposals by the end of 2021, and the process to move forward.

Katie Johnston, Budget Officer, Office of Management and Budget, presented on the Pierce County ARPA funding allocation process, including a request from Pierce County for the City to submit proposals for matching funds from the County; areas for possible community partnerships, noting infrastructure, homelessness and housing, and business assistance; matching fund requirements; the timeline and project concept match requirements for ARPA; City Council priorities and staff's recommended proposals, noting utility infrastructure for affordable housing, purchase of sites for temporary

shelters, operations at the Comfort Inn, support of Pierce County for permanent supportive housing, and support for utility assistance and tenant assistance; and the County's request to receive proposals by Friday, October 8, 2021.

Discussion continued regarding City Council priorities, property acquisition and operations related to homelessness services, time frame requirements for obligating and spending ARPA funds, ongoing versus one-time costs, impacts of utility assistance funding, the Affordable Housing Action Strategy related to keeping people in their current homes, tenant and eviction assistance investment, strategies to develop additional affordable housing quickly, and ways to maximize matching funds.

5. [21-0951](#) Manuel Ellis Investigation Update

Mike Ake, Interim Chief, TPD, provided an update on the Manuel Ellis investigation, noting ongoing administrative review of the investigations for two of the officers involved, and finalization of the investigations for the three other officers.

Discussion ensued regarding the process after the reports are finalized, the administrative process, and the type of information that will be shared with the City Council and public.

Committee Reports

There were no committee reports given.

Agenda Review and City Manager's Weekly Report

6. [21-0952](#) Weekly Report to the Mayor and City Council, September 30, 2021

City Manager Pauli stated there are two ceremonials on tonight's meeting agenda, proclaiming Saturday, October 9, 2021, as Arbor Day and Green Tacoma Day, and proclaiming Monday, October 11, 2021, as Indigenous Peoples' Day; no changes are expected to tonight's agenda; and that a public hearing will be held on the proposed Tideflats Non-Interim Regulations.

Mayor Woodards reminded everyone that the Committee of the Whole special meeting will begin at 3:15 p.m.

Adjournment

On proper motion, the study session was adjourned at 3:00 p.m.

Victoria R. Woodards, Mayor

Doris Sorum, City Clerk