



# City of Tacoma

## City Council Study Session Minutes

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

Webinar Link: [www.zoom.us/j/89496171192](https://www.zoom.us/j/89496171192) Passcode: 896569

**November 16, 2021**

**12:00 PM**

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### Call to Order

Mayor Woodards called the study session to order at 12:17 p.m.

### Roll Call

**Present:** 9 - Beale, Blocker, Hines, Hunter, McCarthy, Thoms, Ushka, Walker and Mayor Woodards

All Council Members participated virtually.

### Briefing Items

1. [21-1122](#) Systems Transformation

At approximately 12:18 p.m., City Manager Elizabeth Pauli presented an update on systems transformation, including new items, noting the Equal Employment Opportunity training pilot for supervisors; the internal, organizational, anti-racist transformation mission, vision, and values; Tacoma Police Department (TPD) information technology systems assessment with Slalom Consulting; and the TPD Chief recruitment process, noting an interview and engagement schedule. She concluded by reviewing the transformation timeline and history available at [cityoftacoma.org/transform](http://cityoftacoma.org/transform).

2. [21-1123](#) Manuel Ellis Investigation Update

At approximately 12:23 p.m., Fred Scruggs, Assistant Chief, TPD, presented an update on the Manuel Ellis investigation, including the status of internal investigations and the process to make recommendations to the Interim Chief.

Discussion ensued regarding the timeline for review and recommendations.

3. [21-1121](#) Tacoma Police Chief Candidate Presentations and Q&A

This item was considered later in the study session.

## Other Items of Interest

There were no other items of interest.

## Committee Reports

There were no committee reports given.

## Agenda Review and City Manager's Weekly Report

4. [21-1124](#) Weekly Report to the Mayor and City Council, November 10, 2021

City Manager Pauli stated that there is one ceremonial on tonight's meeting agenda, proclaiming Saturday, November 20, 2021, as Transgender Day of Remembrance; and that two motions may be considered, to amend Ordinance No. 28786, regarding the Tideflats Non-Interim Regulations.

Discussion ensued regarding the proposed amendments, consultation with the Puyallup Tribe of Indians, clarifying definitions and intentions related to clean fuels, and whether compressed natural gas facilities are allowed under the proposed amendments.

## Briefing Items - Continued

3. [21-1121](#) Tacoma Police Chief Candidate Presentations and Q&A

At approximately 12:36 p.m., Shelby Fritz, Director, Human Resources, provided opening remarks on the TPD Chief candidate presentations and introduced Joel Bryden, Vice President, Bob Murray and Associates. Mr. Bryden presented an overview of the recruitment process, noting stakeholder input, outreach, application review, preliminary interviews, coordination with City staff, and selection of the four finalist candidates; and introduced the candidates.

Michael Carroll, candidate, provided a presentation on his candidacy, including his background, education, experience, career goals, and accomplishments; issues facing the City; the City's anti-racist transformation efforts; issues facing the TPD, noting officer wellness and safety, training, impacts of legislation and initiatives, recruitment, and retention; and his priorities for the TPD, noting public perceptions, high-level perspectives on public safety, educating others in cultural diversity and humility, body worn cameras, and initiatives.

Sean Case, candidate, provided a presentation on his candidacy, including his background, experience, and education; issues facing the City and the TPD, noting public perceptions and expectations, police culture, and recent legislation that has impacted law enforcement; encouraging engagement; his core values of compassion, innovation, and service; communication-led policing; and goals for the TPD.

Kathy McAlpine, candidate, provided a presentation on her candidacy, including her background and goals for the TPD; the City’s work and studies to date; her concept for re-imagining public safety, noting internal resources, mental health and homelessness, external impacts, violent crime, and the upcoming Manuel Ellis trial; ongoing impacts, noting housing and job insecurity, the COVID-19 pandemic, and upcoming legislative sessions; and the role of the TPD and the Chief.

Avery Moore, candidate, provided a presentation on his candidacy, including his background, noting his experience, leadership style, and focus on transformation; issues facing the City and the TPD, noting strategies for responding to violent crime, and building trust and legitimacy; and his strategies as a Chief, noting organizational health, building morale, and improving relationships with the community.

Discussion ensued throughout regarding strategies to reduce crime and increase public trust; community safety; leading transformational change; addressing officer morale; indicators of success; what each candidate would focus on in their first 90 days as Chief; and balancing the various relationships, stakeholders, and responsibilities of the role.

Ms. Fritz outlined upcoming opportunities for community participation in the recruitment process, including panel discussions on Wednesday, November 17, 2021, at 8:00 a.m., through Zoom, followed by a community panel discussion and meet-and-greet with finalists at 5:30 p.m., at the Greater Tacoma Convention Center; and opportunities to provide feedback at [cityoftacoma.org/policechiefrecruitment](http://cityoftacoma.org/policechiefrecruitment).

Mayor Woodards stated that the City Manager’s selection for the TPD Chief will come before the full City Council for confirmation.

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Steve Victor, Deputy City Attorney, City Attorney's Office, responded to questions that Council Members raised earlier in the study session on the motions that may be considered at tonight’s meeting to amend Ordinance No. 28786, regarding the Tideflats Non-Interim Regulations, including the amendment to clarify permitting for projects that were

previously reviewed, noting the intent of the Infrastructure, Planning, and Sustainability (IPS) Committee recommendations, new language clarifying that projects may apply for but are not guaranteed a permit, and the standard permit process and possibility of additional environmental review. Mr. Victor further reviewed the proposed amendment to clarify the definition of alternative fuels, including Washington State statutes and definitions related to natural gas and hydrogen fuels; the proposed new language; and the intention to clarify, not make any new changes, to the IPS Committee recommendations.

Discussion ensued regarding whether compressed natural gas fuel facilities are allowed under the revised cleaner fuel infrastructure definition, next steps to bring the amendments forward at tonight's meeting, the timeline for consultation with the Puyallup Tribe of Indians, and taking action before the Tideflats Interim Regulations expire.

## **Executive Session - Review Qualifications of Candidates**

**MOTION: Deputy Mayor Blocker moved to convene to an Executive Session pursuant to RCW 42.30.110(1)(g), to review the qualifications of an applicant for public employment, not to exceed 60 minutes.**

**SECONDED BY: Council Member Walker.**

**ACTION: Voice vote was taken and carried. The motion was declared adopted.**

The City Council convened to Executive Session at 3:20 p.m.

The Executive Session concluded, and the study session reconvened, at 4:19 p.m.

## **Adjournment**

On proper motion, the study session was adjourned at 4:20 p.m.

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Victoria R. Woodards, Mayor

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Doris Sorum, City Clerk