



City of Tacoma City Council Study Session Minutes

733 Market Street, Tacoma WA 98402

Conference Room 16

August 29, 2017

12:00 PM

Call to Order

Acting Mayor Mello called the study session to order at 12:11 p.m.

Present: 7 - Campbell, Ibsen, Lonergan, McCarthy, Mello, Thoms and Walker Lee

Absent: 2 - Blocker and Mayor Strickland

Deputy Mayor Thoms participated telephonically.

Council Member Blocker arrived at 12:23 p.m.

Briefing Items

1. [17-0895](#) Disparity Causation Analysis Study

At approximately 12:11 p.m., Keith Armstrong, Supervisor, Community and Economic Development, introduced the local team, Keith Hall and Mario Gonzales, the Planning Studio, and the national team, Rodney Strong, Chief Executive Officer, Michelle Clark-Jenkins, Project Manager, and Sterling Johnson, Deputy Project Manager, Griffin & Strong, P.C., and provided background information on the Disparity Causation Analysis Study. Mr. Strong, provided information on Griffin & Strong, P.C., including what the organization is about, its history, and the local team.

Council Member Blocker arrived here, at 12:23 p.m.

Mrs. Clark-Jenkins disclosed information on the management team, including Dr. Gregory Price, Dr. J. Vincent Eagen, Dr. B. Rom. Haghghi, David Maher, Mr. Johnson, and Mr. Strong, and provided information on the expert witness experience. Mr. Strong then provided information on what a disparity study is and its purpose, and Ms. Clark-Jenkins reviewed the technical approach process. Mr. Hall stated the Planning Studio will be part of the planning, outreach, and community development process. Ms. Clark-Jenkins concluded the presentation by providing information on the leap analysis, post study support, and timeline.

Discussion ensued regarding the need for working closely with the City Attorney's Office and the need for more information on the outcome of disparity studies in other jurisdictions.

2. [17-0896](#) Proposed Amendment to Tacoma Municipal Code 18.10 "Paid Leave"

At approximately 12:38 p.m., Andy Cherullo, Director, Finance, made opening remarks and provided an overview of the Paid Leave proposed amendment process. Melanie Harding, Management Analyst, Finance, provided information on the background, five key themes, enforcement overview, education and outreach, working with the Washington State Department of Labor and Industries (L&I), and Employment Standards budget. Ms. Harding continued providing information on differences between the City and State Leave laws, including the method of investigations, amount of leave, and who is covered. She then reviewed the alternatives and staff recommendation. Mr. Cherullo concluded by reviewing the next steps.

Discussion ensued regarding the City Council agenda timeline, alternatives, examples for when the City sends a case over to L&I, the need for a process improvement on outreach efforts, the finalization date for the State law and its administrative rules, premium pay program, exemptions, State law timeline and process, and L&I worker confidentiality regulation. Discussion continued regarding the need for a projection on employees who lose out on compensation, the number of complaints, investigation team staffing, the need for identifying the best method of investigation, understanding the City law versus State law, limited resources and budget, complaint process, collaborative process of City and State, and enforcement flexibility, and the need for a data on complaints occurring due to language barriers.

Other Items of Interest

There were no other items of interest.

Committee Reports

Council Member Lonergan stated the South Sound 911 Policy Board has approved the 2018 budget at a recent meeting.

Acting Mayor Mello stated that Pierce Transit will soon be planning and implementing the High Capacity Transit Corridor Feasibility Study and four open houses will be held; the first open house will be held on Wednesday, September 13, 2017, at the University of Washington Tacoma Campus. He then asked the City Manager to communicate and collaborate with Pierce Transit to help with community outreach.

Agenda Review and City Manager's Weekly Report

3. [17-0897](#) Weekly Report to the City Council, August 24, 2017

City Manager Pauli stated there are no ceremonials and no expected changes to tonight's agenda. She then indicated she will look to include the Paid Leave ordinance on the September 12, 2017 City Council Meeting agenda.

Executive Session - Pending and Potential Litigations

MOTION: Council Member Lonergan moved to convene to Executive Session pursuant to RCW 42.30.110(1)(i) to discuss potential litigation, not to exceed 15 minutes.

SECONDED BY: Council Member Ibsen.

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

Ayes: 7 - Blocker, Ibsen, Lonergan, McCarthy, Mello, Thoms and Walker Lee

Absent: 2 - Campbell and Mayor Strickland

The Council convened to Executive Session at 2:07 p.m. City Attorney Bill Fosbre and Deputy City Attorney Paul Goulding were present.

The Executive Session was extended by 10 minutes at 2:22 p.m. and 5 minutes at 2:32 p.m.

The Executive Session concluded and the study session reconvened at 2:37 p.m.

Adjournment

On proper motion, the study session was adjourned at 2:37 p.m.

Marilyn Strickland, Mayor

Doris Sorum, City Clerk