



TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Director, Human Resources
Karen Short, Human Resources Senior Analyst
COPY: City Council and City Clerk
SUBJECT: Amending Chapter 1.24 of the Tacoma Municipal Code, Personnel Rules –
February 17, 2015
DATE: February 10, 2015

SUMMARY:

An ordinance to amend Chapter 1.24 of the Tacoma Municipal Code (TMC), Personnel Rules, as proposed and approved by the Civil Service Board.

STRATEGIC POLICY PRIORITY:

The Ordinance aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective, results-oriented organization by providing for language changes to the Personnel Rules to provide for more inclusive, gender neutral language, to align with the City’s Equity and Empowerment Initiative and Tacoma City Charter.

BACKGROUND:

The ordinance provides for amendments to the Tacoma Municipal Code, Chapter 1.24, Personnel Rules in the following sections: 1.24.020, 1.24.045, 1.24.061, 1.24.070, 1.24.075, 1.24.155, 1.24.160, 1.24.169, 1.24.225, 1.24.240, 1.24.250, 1.24.260, 1.24.270, 1.24.350, 1.24.360, 1.24.370, 1.24.410, 1.24.420, 1.24.430, 1.24.440, 1.24.450, 1.24.490, 1.24.510, 1.24.520, 1.24.540, 1.24.575, 1.24.580, 1.24.585, 1.24.590, 1.24.600, 1.24.620, 1.24.625, 1.24.630, 1.24.640, 1.24.650, 1.24.655, 1.24.710, 1.24.735, 1.24.750, 1.24.755, 1.24.760, 1.24.770, 1.24.780, 1.24.790, 1.24.800, 1.24.810, 1.24.820, 1.24.860, 1.24.870, 1.24.890, 1.24.900, 1.24.910, 1.24.930, 1.24.940, 1.24.950, 1.24.955, 1.24.960, 1.24.973, 1.24.975, 1.24.976 and 1.24.986.

The Civil Service Board reviewed and affirmed their support of the majority of the recommended changes at the meeting on November 6, 2014. Changes made to the sections include updates to change the reference of Personnel Director to Human Resources Director, provide gender neutral language to better align with the City’s Equity and Empowerment Initiative, and the Tacoma City Charter as amended by vote of the people November 4, 2014, and language changes to accurately reflect current policies, practices, and procedures.

ISSUE:

Authorization is required to implement the language changes as affirmed by the Civil Service Board.

RECOMMENDATION:

It is recommended that the City Council take the necessary action to approve the legislation.

FISCAL IMPACT:

There is no fiscal impact for this legislation.